

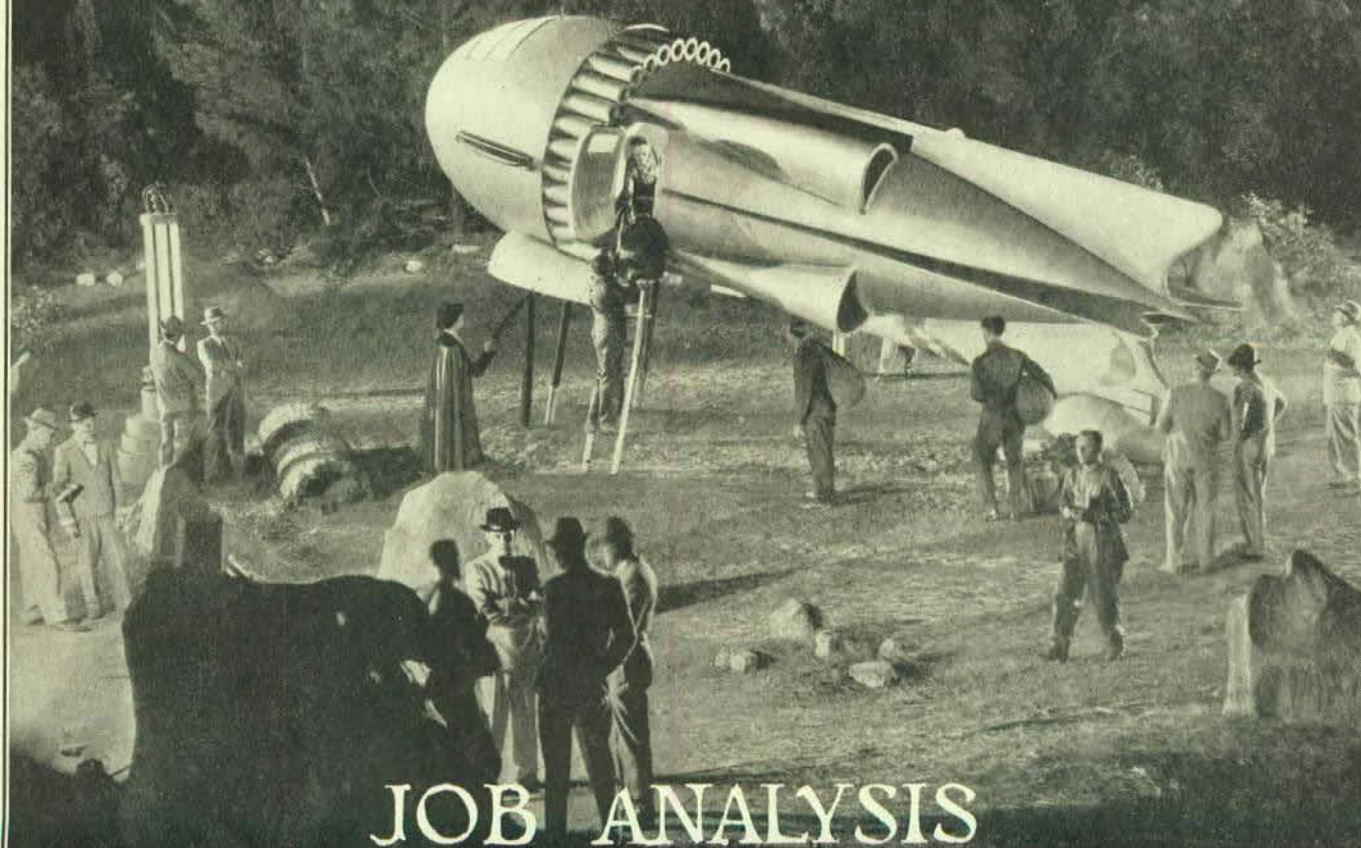
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VOL. XXX

WASHINGTON, D. C., SEPTEMBER, 1931

NO. 9

1951 views 1931





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Washington, D. C.



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Magazine Chat

California has the headline act this month. Rohrer's article, and Killen's unusual work place the Pacific Coast well to the front in both theoretical and technical attainments.

"It is no trouble to be a union man when you are in a closed town and have to be before you can go to work, but it takes a different type of men to carry cards for years when they could just as well work without same, and that is exactly the type of men we have in this local. We are making our contribution to a cause we believe in," writes W. J. Hendry, L. U. No. 571, McGill, Nevada. So good is that statement that we could not resist spreading it here for all to read.

Our mail continues to be varied, volatile and interesting. Sometimes we get cussed out. Which reminds us that the editor of a church paper sent the following to his correspondents: "If you send a communication for publication and it does not appear in a reasonable time, write us a letter, if you feel like it, raising the very hair on our head, and causing it to stand up straight. However, we mention incidentally that after 15 years of editorial worries, we do not have many hairs left."

"Happy are those who, hedged in by hostility, take refuge in themselves to bring their work to fruition."

This Journal is prepared to make an announcement important to every member of the Brotherhood next month. Watch for it. No article of like importance has been published this year.

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Photographed by Horydczak

IN THE SOFT, NOCTURNAL SOUTHERN SCENE, RADIO TOWERS ARE NO INTRUSION



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Vol. XXX

WASHINGTON, D. C., SEPTEMBER, 1931

No. 9

Just Suppose — A Look-Back on the Present

By C. H. ROHRER, L. U. No. 428, Secretary of Kern County Building Trades Council, California

SUPPOSE that you were to wake up some bright sunny morning and find that you, like Rip Van Winkle, had dozed off and taken a nap for a number of years. You remember having fallen asleep in the middle of a "depression" in 1931. You rub your eyes and pinch yourself to make sure that you're alive. You are in strange surroundings—nothing looks familiar—you peep out the window and see strange cars whizzing by—strange planes overhead—hundreds of them. Then you have a faint recollection of having seen buildings somewhat like the ones you gaze at. Where was it? Oh, yes, in 1931 the modern "set-backs" resembled these. "Futuristic"—that's what they used to call them. Good Lord, where are you? What time is it? What day is it? What YEAR is it? You don't remember having "rubbed Aladdin's lamp".

You suddenly find yourself surrounded by inquisitive people who ask you a thousand questions. You are able to answer a few of them. All you remember much about is the depression of 1931. These people must be a lot of health cranks. The men are sure husky, fine looking "brutes." Both men and women wear the simplest of clothes, brief to say the least. And the women! "Oh boy", some curves. "I KNEW they'd never go back to long skirts," you think, but never mind about that. And the kiddies—almost naked, but pictures of perfect health. You deliberately stick yourself with a pin just to make SURE that you're alive. Maybe you are on Mars—but still—you MUST be among your own people. They speak your language. You decide you're still on earth.

You have ten thousand questions you want to ask them. You listen to their excited chatter. They must be an educated bunch of heathens, half of what they are talking about goes "over your head." You finally get the drift of their conversation and discover that you are the modern Rip Van Winkle. You have been ASLEEP A LONG, LONG WHILE; You are wine (prohibition must have failed), dined and entertained for several days (you now know how Lindburgh felt after landing in Paris). But gradually the excitement subsides. You set about to make yourself acquainted with the new conditions, adjust yourself to the new environment and, by dress

Under the impelling force of social want, a labor man visualizes a way out, without proposing startling innovations. The instruments lie at hand to cure our social ills. The whole essay is stirred up with intelligence and a robust good humor.

and habit, strive to become inconspicuous.

YOUR turn has now come to ask questions, which are readily answered by the older men of your acquaintance, especially by one old timer who seems particularly interested in you. You visit the library regularly and study up on the laws. You search back in the records to find out how the changes were brought about. You see no signs of any "depression." Everybody has their place "assigned" to them. The "job hunter" must have become extinct. Some of the people you meet seem to do no regular work; they rank "retired." You wonder what all this "retired" business is all about. All the OLD people you meet are "retired" and apparently do not need to perform any regular duties. Almost all the young men and women are either attending school or are "assigned" to some position. As near as you are able to learn from conversation or perusing the laws, all men, after leaving school, unless they rank "retired" are required to do "duty." All single women, after leaving school, are required to do duty until married or show cause why they should be rated "retired" or "exempt." There is no such thing as "unemployment." You hear people talking about getting a new assignment, different employment, different "duty", but you never hear anyone being without a "job". A lot different from 1931, you think, and you go on investigating. You're commencing to learn what it's all about.

Universal Registration

You discover that everyone is registered with the government. That they are registered and fingerprinted when they are born and once each year everybody, old and young, are required to re-

register; check his or her fingerprints and file a report. Each person has a government number for life. Photographic copies of all reports are made and filed in two different cities by the government to eliminate the possibility of losing your record. You read or hear occasionally of a murder being committed somewhere, evidently the "eternal triangle" has not been eliminated, but a robbery, burglary or hold-up is almost unknown. There are no beggars, few "crooks." Everybody carries a certificate of identification with their official number, photo and finger print. Pretty hard for a "crook" to hide out under this system. Not much incentive for being a thief—making an honest living is too easy a matter. Machines do most of the work. Nearly everything is done automatically. Touch a button for this and touch a button for that. You are only required to do duty four hours a day and five days a week. Nearly everyone "plays" in the afternoons and evenings. All the younger people seem to "dote" on athletics, music or other forms of amusement although quite a number attend "classes" on various scientific subjects. Most business establishments are closed on Saturdays and Sundays. Gee, this must be the "utopia" they used to talk about back in 1931.

How Do They Do It?

But what's bothering you is HOW these changes were brought about. You keep digging into old records and asking questions and discover that back around 1931 some "crazy crank" had the temerity to advocate an entirely new tax system which was taken up and espoused by other "cranks," "fanatics," "bolshevists," "reds," "progressives" and "what nots." These people were criticised persecuted and reviled but the idea spread rapidly, in spite of the "conservatives" and "reactionaries," and swept the country and, after numerous bitter political battles, became the law of the nation and was put into effect. It took the place of all other tax schemes and revolutionized the economic and social order of the country. Many other nations had adopted it since. The system was being used all over the world. Different countries, however, used different schedules best adapted to their needs but they were all modeled along the same lines.

Back in 1931

You remember back in 1931 in the midst of a catastrophe, generously called a "depression," when millions of people were idle, ragged, hungry, barefooted, discouraged and disgusted, because, with the aid of power and machinery, they had produced and stored away an "over-production" of wheat, clothes, shoes, food and supplies of all kinds and could not buy them back again, that every newspaper, magazine or other publication you picked up had new remedies by the hundreds by various proponents for "curing" the ailment from which the country was suffering.

You "see by the papers" that that old cowpuncher, Will Rogers, was "throwing the bull" daily and making wise cracks here and there about the injustice of this or that or calling attention to the inconsistencies of the "show" as it was being played. You read where J. P. Morgan said he "knows nothing about a depression," and where Andrew Mellon, then Secretary of the Treasury, wasn't telling anybody how to cure a depression. He was just saying nothing and "sawing wood"—apparently he was "in on the gravy" and wasn't worrying about the seven million out of work.

'Member Andy Gump?

You find some old cartoons of Andy Gump and Widow Zander each investing \$10,000 in burglar alarm stock and a few days later each taking out stock with an alleged value of \$250,000. Oh, yes, you remember how that used to be done—\$10,000 in genuine cash and \$240,000 in "water"—but the poor old factory workers were compelled to earn dividends on the water as well as on the real "honest" dollars that were invested. Great old game that was; gee, how they used to fleece the lambs! And then you find references to the "stock crash"—sure you remember that, too, back in '29—how hundreds of thousands of gullible "suckers" were trimmed by the Wall Street boys. Funny, eh? Lots of jokes about it in the papers around 1931. Ye-uh, funny as a funeral! You read on and find where a gentleman and his playmates collected some hard-earned \$8,000,000 from working people, widows, orphans and others of limited means who invested their savings in his building and loan association and how the hard-earned \$8,000,000 disappeared into thin air as if by magic. Sure you remember about that case. And how the court reviewed the case and decided that the depositors should "try and get it". Numerous little jokes like that were pulled on the public by various "magicians" in those "good old days".

The Flivver King Speaks

And then in an old magazine of 1931 you find where Henry Ford was saying: "The only thing that should be high in this country is wages," and where President Hoover was quoted as saying: "Any retreat from our American philosophy of constantly increasing standards of living becomes a retreat into perpetual unem-

ployment and the acceptance of a cesspool of poverty for a large part of our people." You run back in the old newspaper files of 1931 and find where William Randolph Hearst was saying in heavy black typed editorials: "The great and outstanding national problem of this period is correction of the curse of unemployment." And then, "Let's not play politics with human misery, but let's proceed without delay along non-partisan lines to apply the wisdom of modern economics to an emergency situation".

Mr. Hearst was at that time advocating a \$5,000,000,000 bond flotation as a "prosperity loan". Many persons, in desperation, were supporting it in the belief that it would help alleviate suffering but few could see where it would "correct the curse of unemployment". Some were trying to figure out how the working masses were going to pay that \$5,000,000,000 back, with interest, for most certainly they would have to repay it; they always did. Some said the ultimate consumer paid the "freight", but when analyzed we found that the ultimate consumer was the producer—labor. Of course labor would be expected to repay this "loan". They'd get it "out of his hide" somehow.

A Little Economics

And then we had Senator William E. Borah telling the people that things were rather lopsided when 4 per cent of the citizens owned 80 per cent of the wealth of the country; then, of course, the remaining 96 per cent of the people owned only one-fifth of the wealth. Let's see what that means. Let's say there were 120,000,000 people in the United States. It is said that the per capita wealth of the nation was \$3,000. Then the total wealth of the nation must have been about \$360,000,000,000. Now if 4 per cent of the people owned 80 per cent of the wealth, then less than 5,000,000 (4,800,000) people owned \$288,000,000,000 of the \$360,000,000,000 total wealth. And the remaining 115,000,000 people owned only \$72,000,000,000 of the wealth. Again, that means that less than 5,000,000 persons (the 4 per cent) had a per capita wealth of \$60,000, while the 115,000,000 persons (the 96 per cent) had a per capita wealth of \$626. There, figure that out on your adding machine and tell us, is it any wonder there was a "depression"?

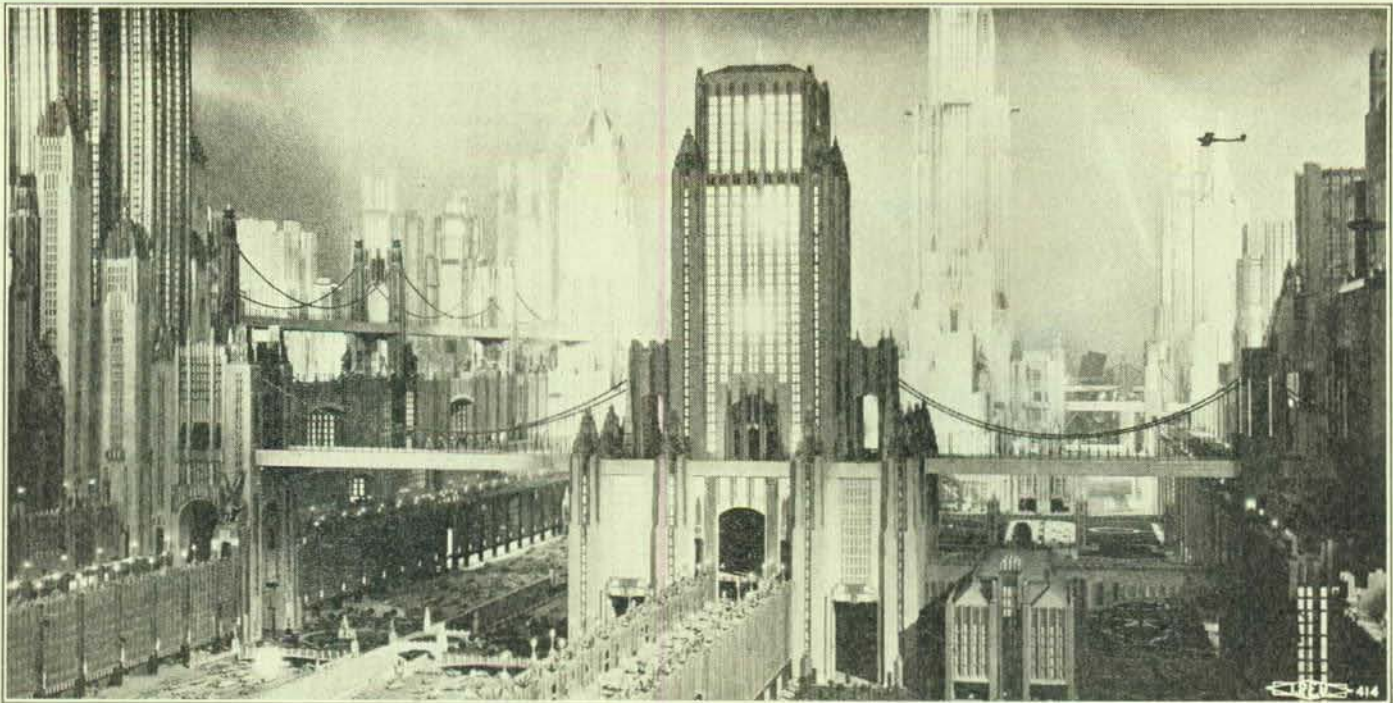
The Pope Pleads for a Change

Is it any wonder that Pope Pius was telling the world over the radio that it was "absolutely necessary to reconstruct the whole economic system" and urging a "more equitable distribution of wealth"? The Secretary of Labor was begging "big business" not to cut wages. President Green, of the American Federation of Labor, was pleading for a five-day week. Senator Norris, in commenting on the "prosperity loan" suggested by Mr. Hearst, had stated: "Few people fully appreciate the terrible condition confronting us on account of the vast number of men who are seeking work

and unable to find it. We are confronted with a condition which demands relief regardless of the causes of unemployment. We cannot close our eyes to the necessity of doing everything possible to relieve this condition, even to the extent of borrowing money. I would suggest also that a provision should be made by which these bonds should be paid by those who are able to pay them without any personal discomfort. They could be paid by an income tax upon large incomes, so that no additional burdens would be put upon people in ordinary circumstances who are already overburdened with taxation. I think I should add that the relief proposed by Mr. Hearst is, of course, of a temporary nature. It meets an immediate situation which demands solution. It is not a permanent cure. The meeting of the immediate situation should not postpone action to relieve the real causes of the present disastrous condition, which condition, in my judgment, has come about in the main by enormous combinations of great wealth, ill-advised tariff legislation, and the failure to preserve the natural resources of the country for the people themselves by providing for the control of enormous trusts, of which the power trust is an outstanding example. The permanent remedy would be to prevent the concentration of the wealth of the country in a few hands by a federal progressive inheritance tax, which would break up these immense fortunes and make it impossible for the continuance of the present tendency to further increase the monopolistic trend by which all of the wealth of the country is rapidly gravitating into the control of a few hands".

Greed the Cause of Depressions

In looking over the old records you are reminded that Senator Couzens was "warning" capital that it must "clean house". He was accusing "big business" of bringing about a disastrous condition through "unrestrained greed". He was tacitly warning capitalists that "there was food for thought in the anti-capitalistic system devised by Soviet Russia". He was reminding them that under the system in vogue, production was exceeding the ability to consume. He asked the question: "How far shall we insist on this highly competitive system of ours?" Reading further in Senator Couzens' statement you find he said: "It is significant that both the anti-capitalist and capitalist systems are now running at full speed and that both can be observed in operation at the same time. Which of the two is better is a matter of opinion. But I will say that, inefficient as the democratic form of government is, and even with all the claims made that the dead hand of government must not throttle industry, it is better that be done than that we should pass through economic conditions such as these. I have no patience with the man who finds fault with government regulation and offers no substitute. From my own experience I much prefer private initiative but I am about convinced we can't rely on it any longer".



Courtesy Fox Film Corporation

BREATH-TAKING MATERIAL ADVANCEMENT MUST BE MATCHED BY MORAL AND INTELLECTUAL ATTAINMENTS. THE CITY OF THE FUTURE MUST BE POPULATED BY A PEOPLE FREE FROM FEAR AND WANT.

There is one statement that Senator Couzens made that you, as you remember conditions in 1931, cannot exactly agree with. The Senator said: "It is significant that both the anti-capitalist and capitalist systems are now running at full speed—." Your opinion differs a little from the Senator's on this point. As you saw it, the anti-capitalist system had just begun to gather momentum, it was not "running full speed". At least that is the way it appeared to you, judging from what you could learn of the Soviet "five-year plan". On the other hand, the capitalist system was not "running full speed" either. Not by a long shot. It had slowed down. It had slowed down so much, all over the world, that the Senator himself had said: "—but I am about convinced we can't rely on it any longer."

That Moratorium

You remember that you had put two and two together and figured out that the real reason for offering Germany a moratorium on her war debts was because capitalists were afraid that an anti-capitalistic system would be set up in Germany under communist leadership. If this were to happen it might prove fatal to capitalism. Then, too, it was understood that private financiers in the United States had some \$3,000,000,000 or \$4,000,000,000 standing out in Germany that they were anxious to collect. A moratorium on public debts would give these Wall Street boys a "break". However, this was all in line with the policy of capitalist politicians. The sanctity of private property must never be questioned—even if millions of human beings went hungry it must be upheld. It all fitted in with the policy that had at one time been so tersely expressed by an American "statesman" when he said: "The public be damned."

Not All Selfish Shysters

But in looking back you cannot help but admit that some of the old boys of 1931 were not only farsighted but were courageous enough to speak their minds. Not very many, but a few were. You find the head of a great steel corporation telling his colleagues that cutting wages was a "cheap" practice, "to say the least". Some of the statesmen and industrial leaders of that day seemed to be able to see the handwriting on the wall. You discover, where in March of 1931, a president and editorial director of a powerful chain of newspapers was warning industrial leaders of "serious consequences unless ways and means are found to relieve permanently the present economic situation which permits of cycles of depression". He was publicly advocating two basic reforms: "Shorter hours of labor than have ever been dreamed of" and "a much more wide distribution of wealth—through wages or otherwise—to permit increased luxury consumption and increased luxury employment". This Mr. Robert P. Scripps had gone on to predict that "science and the machine were here to stay", and asked: "Can the institution of democracy survive the age of science and the machine?" He declared machines "must be exploited somehow. And under our present loose and anarchistic system, they are not being exploited efficiently for the benefit of most of our people". He pointed out that "something is decidedly wrong with the system" and appealed to progressive legislators to supply the leadership "which industry itself has so far been unable to supply". He said he thought the people liked "freedom" in most things up to a point, and that that point was reached when, in the midst of plenty, they were thrown out of work and experienced poverty. He expressed

the opinion that it was "inconceivable that they would stand for it indefinitely". "Big business men," he thought, were looking for "a chance to retire gracefully from their present untenable position, with some guarantee that they would not be kicked in the rear by a competitor on the way out".

But the Depression Continued

And so as you read these old papers you see where the depression became more and more drastic. You see where anybody who attempted to persuade any public official to really render a service to the public was immediately accused of wanting to "socialize" everything in sight, as if it were a heinous crime for the people to own anything that would benefit themselves. Anyone suggesting such an arrangement was accused of carrying a red flag. This accusation almost never failed to immediately cause the sponsor of such a movement to close up like a clam and sink back into obscurity, the penalty for not doing so being ostracism or worse. You read where nations set up tariff walls against each other. Where they passed "home labor" laws, immigration restriction laws, decreed embargoes on this and that, all in a vain effort to shake off a "depression", but science and the machine had come to stay, and try as they might, the masses of people could not buy back what they had produced, at the wages and salaries that were paid them.

The Great American Game

Now the greatest indoor sport the people had in 1931 was figuring out solutions or remedies for unemployment. "Solutions" were offered all the way from the most ridiculous and feather-brained ideas, that only "slightly brushed the

(Continued on page 495)

PLANS FOR RELIEF

BY
PRESIDENT BROACH

THE jobless will increase. Cries for help will grow. Greed will stick in the saddle. Political fiddlers will keep playing. Mass production will still mean mass misery. And, as usual, pleas to prepare will continue to be ignored—except in a few cases.

But whether we like it or not, most of our unions will doubtless, some day, be forced to adopt PERMANENT plans to relieve their jobless and destitute. I believe the economic salvation of unionists demands this. In good times, and bad—year after year—sums must be collected regularly and large cash reserves created.

Severe headaches, pains and disappointments, go with every plan, no matter how good. A few of our local unions, in fact, have adopted relief plans only to drop them later—all because of selfishness, abuse, ignorance and bad management.

Eighteen months ago we wrote:

"We have had 17 'depressions' since 1812. Pleas to prepare fall on deaf ears. Over and over we go through the same thing—in the same old way. Like war, men think little of it until upon us.

"Back in the panic of 1907-09 I heard the same pleas. We have heard them every winter since. But little has been done in all those years, despite our growth and increased intelligence. It is simply that our members will not foot the bill. They will not be honest about it. The cost, they feel, is too great. They want others to pay it—and others refuse.

"Congress won't. The states won't. This International can't. We can't shake money off trees.

"Each industry ought to pay for its own unemployment. But it won't until each union is strong and intelligent enough to force it locally—or until the employers are broad enough, human

and sensible enough to attend to it—and feel they should.

"Your local union can provided an out-of-work benefit the same as sick benefits, with the same safeguards thrown around it. * * * It can be done with success where there is proper discipline and management and you are willing to pay for it."

Don't be deceived. This country will not adopt the English dole, or similar systems. They are as far away as the moon. Committees, reports, public building programs—none will do the job. Our members must provide their own relief—if they are to have any. Unless, of course, there is an about-face in American thought and action.

Those with sense, who may be working today, will not allow their selfishness to blind them to the dangers of unemployment tomorrow. If wise they will favor taxing themselves—and creating a fund—so they may benefit when their dark hour arrives.

A few local unions have asked us to draft relief plans for them. We did so—and to each one we always say:

"We warn you: No way has yet been devised to make men honest. Any plan to relieve distress is troublesome. The enclosed plan contains sound, basic principles. It's based on much study, knowledge of humans, and long experience.

"But good sense and caution must be shown. We have not yet learned how to extract from humans their bags of deceit and selfishness. Men will retain their tricks and excuses. They will resort to almost anything to avoid their duties. They will cheat and lie at every chance.

"Watch out for quarreling and bitterness—for no task is harder or creates more feeling than trying to relieve humans in distress. Nothing creates

more crooked thinking and bitterness than hunger and suffering of workmen and their families—and a lack of profits for employers. Our experiences are sad and many.

"Cheap sentiment, softness, narrowness and quarreling, will wreck any plan or any organization.

"Some will not like this plan—because it contains business principles and safeguards. Fakers and drunks cannot abuse it—if the local officers act squarely and show sense and courage.

"You should provide relief. Your welfare and progress demand it. You can do it with success—if you will only

profit by the experience of others. But do not change the enclosed plan—and do not put any rule or other plan into effect until it has been approved by the International Office. This is the law and you must follow it.

"Remember this: We are not dealing with sticks and stones—but with desperate, hungry, grasping human beings.

"It is not pleasant to tell you all this—but it's important and necessary. It's better to face facts now than to weep and complain later about a pathetic situation. We cannot change the facts of life—but we can deal with them intelligently."

COMMENT

IT is easier to be critical than correct. It's easier to propose than actually do—and it's so easy to blame others for our own shortcomings. It's no job to relate the other fellow's wrongs or weaknesses and argue why a thing will or will not do. But when it comes to offering a worthwhile, workable proposal—well, most men haven't any.

Usually, the critic's best qualification—his only credential—is his ignorance. Often he doesn't want to know or see. If he understood—if he saw clearly—he would lose his precious "ideas" and illusions. He couldn't believe what he wants to believe—and without this self-deception his life would be empty. He must have his "fling"—his dirt, his suspicions and "criticisms"—just as some old ladies must have their gossip.

The critic is often miserable when he cannot say mean, cute and popular things—things mostly ridiculous and harmful. Most critics seem to love fault finding as they love their food—when not too twisted and bitter to enjoy it. I am convinced many are born that way and cannot help it. Many haven't a charitable bone in their bodies.

It's a painful job to seek facts, to weigh, study, analyze. Few men will do it, or can do it. Their

minds are too soft and flabby—too fat, too lazy—or too sentimental or emotional. Men fight mental effort as a fat hog fights physical effort. They hate it. That's why it's so hard for men to keep their minds ahead of their tongues.

Recently we received a petition of protest from 118 members—less than one-half of the local union. We sent a reliable man to investigate. He notified the 118 to meet him. Only 55 showed up. Only 16 claimed they knew the causes of the internal trouble. "Some admitted the reason for discontent is personal. The others could not tell, but felt something was wrong." All this tends to show the true value of petitions.

It is a pity that some men—seeking appointments to union positions—waste effort in getting all sorts of endorsements. It's like getting people to sign petitions. This office is concerned in the individual—his qualifications and character—his competency and resourcefulness—and not in how many people like or dislike him, endorse or write letters for him. Some applicants have even had civic and commercial associations endorse them. As far as we are concerned, it's a foolish waste of time.

H. H. Broach

Labor Says It With Team-Play

THOSE who believe that idealism—fraternalism—has passed forever out of the labor movement have only to scan the victory of the last two years.

Literally hundreds of local unions have "given till it hurts" in an effort to sustain less fortunate members during the long and disastrous depression. Organized labor has met the problem of unemployment chiefly as follows:

1. By outright contribution, to specialized relief funds.
2. By heavy assessments upon those who work for those who are forced to idle.
3. By heavy assessments upon work-time by a division of jobs by those who have for those who have not.
4. By rotation of work plans.
5. By per capita remissions.
6. By permanent unemployment benefit plans.

It is the latter that new Bulletin 544 of the United States Department of Labor scans in full. It shows:

1. Sixteen joint agreement plans, established by trade-unions and employers, covering approximately 65,000 workers.

2. Forty-eight trade union plans, maintained solely by labor organizations, either national or local, for the benefit of their own members. These covered about 45,000 persons.

A detailed account of each of these plans is given in this important bulletin. Joint agreement plans discussed:

Men's clothing industry, Chicago, Ill.

Men's clothing industry, New York City.

Men's clothing industry, Rochester, N. Y.

Women's garment industry, Cleveland, Ohio.

Cloth hat and cap industry, New York City.

Cloth hat and cap industry, Philadelphia, Pa.

Straw hat industry, New York City.

Full-fashioned hosiery industry.

Lace-curtain industry, Kingston, N. Y.

Lace industry, Philadelphia, Pa.

Lace industry, Scranton, Pa.

Lace industry, Wilkes-Barre, Pa.

Trade union plans discussed:

Deutsche-Amerikanische Typographia.

International Association of Siderographers.

Diamond Workers' Protective Union of America.

Bookbinders—Local No. 31-125, San Francisco, Calif.; Local No. 119, New York City; Local No. 8, Chicago, Ill.

Electrotypers—Local No. 3, Chicago, Ill.; Local No. 72, Philadelphia, Pa.

Lithographers—Local No. 17, San Francisco, Calif.; Local No. 14, Philadelphia, Pa.; Local No. 8, Cincinnati, Ohio; Local No. 1, New York City; Local No. 45, Seattle, Wash.

Photo engravers—Local No. 5, Chicago, Ill.; Local No. 13, Cincinnati,

Besides wide-spread relief of unemployment during the depression, organized labor has numerous unemployment benefit plans. U. S. Department of Labor makes valuable and timely report.

Ohio; Local No. 7, Philadelphia, Pa.; Local No. 1, New York City; Local No. 3, Boston, Mass.; Local No. 24, Cleveland, Ohio; Local No. 6, Minneapolis-St. Paul, Minn.; Local No. 8, San Francisco, Calif.; Local No. 2, Baltimore, Md.; Local No. 19, Milwaukee, Wis.; Local No. 11, Indianapolis, Ind.; Local No. 10, St. Louis, Mo.

Printing pressmen—Local No. 51, New York City; Local No. 6, St. Louis, Mo.

Printing press assistants, Local No. 23, New York City.

Typographical Union—Local No. 6, New York City; Local No. 53, Cleveland, Ohio; Local No. 16, Chicago, Ill.; Local No. 2, Philadelphia, Pa.; Local No. 13, Boston, Mass.

Bakery and confectionery workers—Local No. 16, Buffalo, N. Y.; Local No. 4, St. Louis, Mo.; Local No. 22, New York City; Local No. 118, Washington, D. C.; Local No. 126, Tacoma, Wash.; Local No. 24, San Francisco, Calif.; Local No. 9, Seattle, Wash.; Local No. 74,

Spokane, Wash.; Local No. 233, Madison, Wis.

Brewery, flour, cereal and soft-drink workers—Local No. 1, New York City.

Wood carvers, Boston, Mass.

Lace operatives—Branch 2, Wilkes-Barre, Pa. (employees of Wyoming Lace Mills); Branch No. 1, Philadelphia, Pa. (employed by North American Lace Company); Branch No. 1, Philadelphia, Pa. (employed by Quaker Lace Company); Branch No. 18, Philadelphia, Pa. (employed by North American Lace Company).

The bulletin also discusses certain unemployment plans instituted by companies, and the unemployment insurance plans in effect in foreign countries.

A future bulletin could usefully treat the unemployment relief plans of organized labor. These entail real social sacrifice. What electrical workers have done in New York, Chicago, Philadelphia and scores of other cities is important.

*When a bit of sunshine hits ye,
After passing of a cloud,
When a fit of laughter gits ye
And ye'r spine is feelin' proud,
Don't forget to up and fling it
At a soul that's feelin' blue,
For the minit that ye sling it
It's a boomerang to you.*

—"THE BOOMERANG,"
By Capt. Jack Crawford.

POEMS FOR DEPRESSED TIMES

UP-HILL

Does the road wind up-hill all the way?
Yes, to the very end.
Will the day's journey take the whole long day?
From morn to night, my friend.

But is there for the night a resting-place?
A rood for when the slow dark hours begin?
May not the darkness hide it from my face?
You cannot miss that inn.

Shall I meet other wayfarers at night?
Those who have gone before.
Then must I knock, or call when just in sight?
They will not keep you standing at that door.

Shall I find comfort, travel-sore and weak?
Of labor you shall find the sum.
Will there be beds for me and all who seek?
Yea, beds for all who come.

—CHRISTINA GEORGINA ROSSETTI.

Nemesis at Boulder Dam is Swift

PREDICTIONS made by this JOURNAL and other observers about work conditions at Boulder Dam had swift fulfillment. Fourteen hundred workers employed at low wages by the Six Companies, Inc., struck early in August against conditions that brought sickness and death. These conditions were foreseen by representatives of the International Brotherhood of Electrical Workers, and this JOURNAL issued warnings in June that the nation should expect to see labor troubles on this greatest of all government projects. The natural consequences of work conditions came much more rapidly than was expected.

The Secretary of the Interior, whose policy of conducting the government project as though he were a hard-boiled employer seeking to wring the last drop of energy out of the work force, has given no sign that policies are to be changed. The Six Companies, Inc., a non-union contracting corporation, has a reputation for hard-dealings, and the superintendent of construction, Frank Crowe, known as "Hurry-up Crowe," is counted the hardest employer on the Pacific Coast.

A bonding company estimated that 200 men would die on the project. Already this estimate, considering that only three months of construction have elapsed, has been greatly exceeded.

Since June 21 the temperature at the dam has never fallen below 79, and has soared at times to 128 in the shade. The average temperature has been 120 degrees in the shade.

The official death list is as follows:

Died from heat prostration	13
Died by explosion	3
Died by falling rock	2
Died by drowning	2
Died from illness	2
Died at construction	4
	26

This list is declared to be unrepresentative of true conditions. Poor food has produced dysentery, and many unrecorded deaths have resulted.

Observers in Washington assert that the

Work conditions permitted on the great government project drive men to desperation. Non-union workers rise in a body and strike. Government backs private employer. Scientific solution for labor trouble is suspension of work. Congress to get problem.

conditions at Boulder Dam are certain to be the subject of investigation and action by the next Congress.

The Department of the Interior has

announced that the U. S. Employment Office formerly located at Las Vegas has been moved to Boulder City, and located in the Six Companies office building.

When the strike came, it took on the character of a spontaneous uprising. Instead of inquiring into conditions and seeking to correct them, the government threatened to use troops and machine guns. The workers, under the law, are all American citizens. They had long looked forward to the Dam project as a relief for stringent unemployment conditions.

Here are the demands made by the strikers:

Drying rooms at the headings;

Improvement of sanitary conditions at the river camp;

Ice water on and off duty;

Rate for board paid to company hotels to be set at \$1.50 per day;

An eight-hour day, including travel;

A safety man to be stationed at each tunnel;

Return of each striker to his old job.

These demands were abruptly dismissed. The men were given three days' pay, and were told to get out. The company felt safe, having been able, through driving the men, to run six months ahead of its schedule. The strikers rejected the proposal, and camped on the hillside.

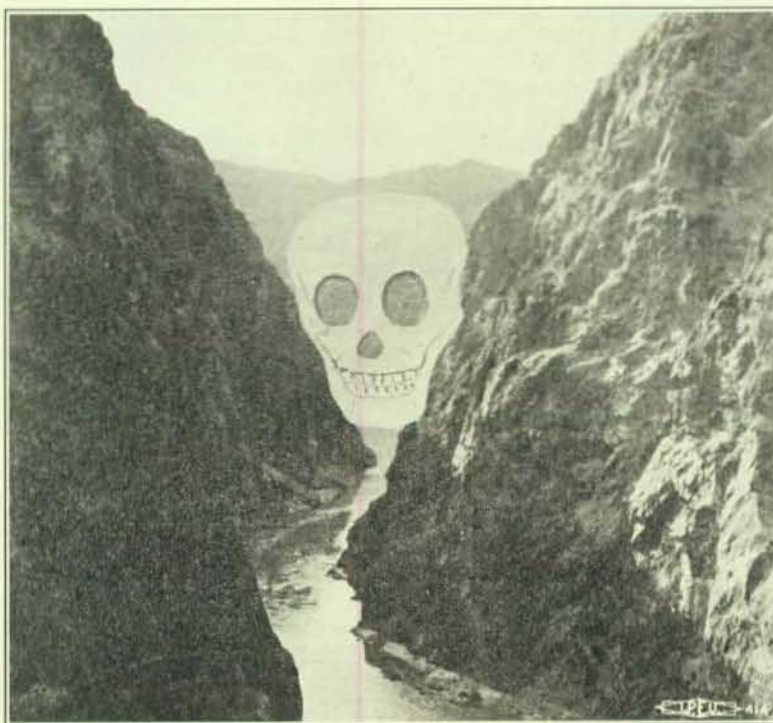
Boulder Dam, the great employment opportunity, had only increased the number of jobless men.

J. H. Cochran, a business man, of Tacoma, Wash., gave the following report to the Tacoma Labor Advocate:

"Contrary to the general notion, the number dying from sickness has been steadily increasing and, while accidents account for a good many deaths, the daily mortality from bad food is serious.

"At least bad food is assigned as the cause for these deaths. It is claimed that the lunches of the men, taken out to work by them each morning in tin lunch buckets or paper bags, with the heat so terrific, becomes quickly decomposed and, eaten by the men, results in dangerous sickness. The sympathy of the public is being aroused."

(Continued on page 408)



ORGANIZED LABOR AIDS

The American Federation of Labor has sent a protest from the Las Vegas Central Trades Council to the Secretary of Labor, with this statement:

"This is a huge government project," said the statement explaining its action, issued by William Green, president of the Federation, "It was authorized by Congress. Certainly the government, which is the people of the United States, does not wish or expect that such a great government enterprise should be launched and completed by working people at a wage rate which does not guarantee a decent living and under working conditions which are unsatisfactory and indefensible.

"Owing to the fact that this is a government project over which the government exercises control, the executive council decided to present the protest filed by the Las Vegas Central Trades Council to the Secretary of Labor with an earnest request that he immediately investigate working conditions and take such action as he may be authorized to take in order to establish decent and humane conditions of employment for workers in the construction of Boulder Dam. Many of the men employed there are members of the American Federation of Labor. It is for this special reason, supplemented by humane considerations, that the Las Vegas Central Labor Council has appealed to the executive council."

Job Time-Keeping Discussed by Experts

IT is common knowledge that rule-of-thumb methods in industry are giving way to exact science. How far exact knowledge, the methods of science, and minute measurement can be applied without lessening efficiency, and without penalizing the men on the job, remains in doubt. Organized labor has traditionally opposed stop-watch, super-efficient, cog-wheel methods as too costly to self-respect and manhood of workers. Of late years, however, management has tended to temper its methods with sanity. One school, for example, holds that no system of scientific management can succeed without full co-operation of workers organized in a shop council.

The building industry has been kept free from quackery, super-efficiency theory, and the solemn buncombe of micrometer experts. Tempered methods of management, however, have been introduced, and there are evidences that the industry is undergoing changes in the direction of more exact methods of scientific practices.

Significant and important it is, therefore, that the union be privy to this movement, be prepared to produce men to fit into the trend, and be mobilizing knowledge of the right sort to advance wise practices, and to oppose false ones.

Out on the west coast a group of young men have grown interested in education for foremanship. As a by-product of this education, the question of scientific time-keeping on the job has come up, been given attention, and proposals have been made. One of the leaders in this movement, Clair C. Killen, a member of long standing, of large experience, discusses a plan of time-keeping which he has worked out. His plan is discussed by John A. Kelly, director of research, Electrical Guild of North America, who has been an employer, and a superintendent of electrical construction on the largest jobs in the world; Otto S. Beyer, consulting engineer, employed by the federated shop crafts on the railroad, and M. H. Hedges, director of research, International Brotherhood of Electrical Workers.

Time Keeping On the Job

Mr. Killen explains his records, and offers evidence of their practical value.

Those of us who started to work as apprentice wiremen, say 20 years ago, have seen many changes take place in the electrical industry, in that period of time.

Labor productivity has increased to a marked degree because of better factory made equipment and materials, as well as the use of power driven tools and labor saving methods. The individual electrical worker is keeping up with

A SYMPOSIUM

I. B. E. W. member raises question of value of job analysis. He has had long experience on the job. Comment on his discussion is made by an employer, an engineer-specialist, and by a labor research man.

technical development in the wider uses of electricity, and in the better methods of wiring installation. Free trade-schools are encouraged and supported by all the groups in the industry from the public utilities corporations to the trade unions. Contractors' trade associations are doing research and other association work to raise their business above the sweat-shop level. Trade unions are be-

ginning to take responsibility and authority, measure for measure, in their function of more effectively marketing their supply of labor power.

The engineer, estimator, superintendent, and job foreman are becoming production executives as well as pure technicians.

The economics of the actual job, however, has been little controlled, many contractors still think when they come on a job that a perspiring and panting gang means that the job efficiency is high. That pressure applied from the top makes for results, somehow. They do not realize that less of their effort is needed to lead than is needed to push, to get the given amount of work done.

The use of the slide-rule, rotometer, quantity take-off sheets, etc., has long been recognized as good practice in the contractor's office. For the making of lay-out, and estimating, they are obviously necessary. The use of labor



A Great Switch Board in the Underground Power House of the New York Central Railroad, New York City.

Courtesy New York Central

Job Name—Sash Control—Cement Plant—		Weekly Job Record Chart.											Week Ending Jan. 9th.			
Job Number—D-4065																
Name	Rate	Thurs. Work	Thurs. Wages	Fri. Work	Fri. Wages	Sat. Work	Sat. Wages	Mon. Work	Mon. Wages	Tues. Work	Tues. Wages	Wed. Work	Wed. Wages	Pay-roll		Work Done This Week
														Hrs.	\$	
H. Riggs	1.12½		9.00		9.00		4.50		9.00		9.00		9.00	44	49.50	
H. Fitz	"		9.00		9.00		4.50		9.00	Absent		9.00		36	40.50	90' 1¼" Cond. 18c per ft. 16.20
F. Corvenus	"		9.00		9.00	Absent		9.00	9.00	9.00	Absent A.M. 4.30			36	40.50	390'-1" Cond. 12c per ft. 46.80
A. Peters	"		9.00		9.00		4.50		9.00	9.00	9.00	9.00		44	49.50	550'-¾" Cond. 10c per ft. 55.00
G. Lowery	"	(1)	9.00		9.00		4.50		9.00	9.00	9.00	9.00		44	49.50	14 Push Buttons 1.50 each 21.00
D. Adler	"		9.00		9.00	Absent		9.00	9.00	9.00	9.00	9.00		40	45.00	10-60A (D) 3 Pole SW 2.00 20.00
A. Widener	67½		5.40		5.40		2.70		5.40	5.40	5.40	5.40		44	29.70	10 Control Cab. 3.00 each 30.00
T.R. Murphy	"		5.40		5.40		2.70		5.40	5.40	5.40	5.40		44	29.70	5800'-No. 12 R.C. Wire 1c per ft. 58.00
															(1A)	
C. C. Killen	1.37½		11.00		11.00		5.50		11.00	11.00	11.00	11.00		44	60.50	(2A)
Daily Total			75.80		75.80		28.90		75.80	66.80	71.30			..	394.40	Total 247.00
Material Installed Daily	(2)	50'-1¼" C. 9.00 10'-1" C. 1.20 1500'-#12 R. C. 15.00 4-60A (D) S. W. 8.00 2 Control Cab. 6.00 (2)	40'-1" C. 7.20 60'-1" C. 7.20 100'-¾" C. 10.00 10 Push Butt Stations 15.00	1800'-#12 R. C. 18.00 4 Push Butt. 6.00 20'-1" C. Cond. 2.40	6-60A (D) S. W. 12.00 8 Control Cab. 24.00 30'-1" C. Cond. 3.60	120'-1" C. Cond. 14.40 200'-¾" C. Cond. 20.00	2500'-#12 R. C. 25.00 250'-¾" C. Cond. 25.00 150'-1" C. Cond. 18.00	63% for Week								
Total		39.20	39.40	26.40	39.60	34.40	68.00									
Daily % Reached	100													97%		
	90					91%										
	80															
	70															
	60															
	50	52%	52%			52%	51%									
	40															
	30															
	20															
	10															
Daily Log of Progress Troubles Delays	(4)	Power off at 4 p.m. No fish tapes. Defective dies, Electric Drills. 5" Sq. Boxes all sent with ½" K.O. for 1" Cond.	Not enough ladders. No location for Cabinets, tore down and reset 2. No Box or Shanty on job. No Whitney Punch.	Borrowed fish steel from Ford. Used Iron Wks. Scaffolds and Painters ladders.	Same as Thurs. and Friday. Need ½ hand lines, ladders, Punch, Electric Drills, etc.	Same as Thursday, Friday, and Monday.	Borrowed fish steel from Ford. Ladders from Painters, and #20 Whitney Punch from Sash-men.	Pay-Roll 394.40 Work-Done 247.00 Behind Estimate . . 147.40								
Summary of Week's Activity		10 Motors finished and running. Get Fish-Steels, Ladders, 200'-¾" Hand-Line, New Dies, Cutting Oil, Piano-Box with hasp, hinges and padlock. (9 men spend ¼ hr. daily finding place to hide wire and tools overnight.) All Pull Boxes should have 1" K.O., costs 50 cts. each to ream by hand from ½" to 1". Get #20 Whitney Punch with 5 extra plungers, 2-100' extensions for Electric Drills. Power goes off daily at 4 P.M. 3 Electric Drills on job are defective and grounded. Men working on 60' ceiling. Amount lost this week would pay for needed tools and equipment. If they are procured we can make up for losses. If not we will go behind again next week.														
Next Week's Schedule,		Will finish 6 remaining Sash Motors and start running feeds to cabinets.														

reason this particular job record was used for this article is because of its portrayal of an efficiency ranging from 44 per cent to 135 per cent on one job over a period of four weeks.

The object of time-keeping in its broad sense is:

1. To know who worked and when.
2. To know what he did, and what he was paid for doing it.

It is also very essential to know what is being done, and how it is being done, as well as how much it is costing to do it.

For the purpose of explaining the printed forms, the figure (1) identifies the pay-roll for the day, which totals in this case \$75.80. The figure (2) covers a space used to list the material actually installed. The amount opposite the listed material is the figure that the estimator used in figuring his estimated labor cost of the job. According to his estimates it should have cost \$39.20 to do the work done that day, but it cost \$75.80; and the per cent of efficiency of this gang, if the estimator was right, was the relation of \$39.20 to \$75.80, which is graphed in the third space down as 52 per cent. The fourth space down is a daily log of progress troubles and delays. The information listed in this space (4) are reasons not excuses why more work was not done. The reasons are many, but we are only interested in them so that we can see how much they cost us, and thereby eliminate them.

In the space marked (1) it is seen that if it were desirable or practical that the individual man or teams accomplishment could be written in. However, in this case it was not done, and care should be taken to use this sheet in a manner that will not in any way cause men to be afraid of it.

The next day running down through pay-roll, work done, per cent performance, and reasons why, we find a similar condition.

The third day we see a jump to 91 per cent and the log tells why.

The fourth and fifth days are hectic recurrences of Thursday and Friday.

The last day of this work-week ending January 9, was encouraging; and had we been able to borrow other contractors' tools and equipment every day, as we did this day, we would have been able to maintain a fair average.

The total pay-roll for the week marked (1A) is seen to be \$394.40. The total work done this week marked (2A) is seen to be \$247.00. The relation of one to the other makes for a weekly average of 63 per cent. Call this (3A). The space marked (4A) is an analysis for the week of the proper pro-rating of the losses to where they belong.

From this is seen that:

1. Absent men cause a little expense, inasmuch as the foreman has to rearrange the gang, and get men on the work the absentee was doing.
2. Lack of layout from the office, causing work to be installed in the wrong place. Architects are famous for passing the buck on this.
3. Material. This has to do with

purchasing man in the office not specifying that all 4 11/16" boxes have 1" knock-outs. To ream by hand costs 50 cents per hole from 1/2" to 1".

4. Power. In this plant the power goes off at 4 p. m. The contractors' men work till 4:30 and use electrically-driven tools (till 4 o'clock).

5. Tools and equipment, or lack of them, is the big item. Such things as fish steels, cutting oil for dies, ladders, punches, hand lines, big tool box for men's tools and wire overnight, defective electric drills, dull dies, etc.

6. Doubtful is anything that cannot be honestly charged to something.

The spaces along the bottom of the sheet headed "Summary of the week's activity" is self explanatory, as is the space headed "Next week's schedule."

The apparent poor showing this week, though seeming very serious, is not uncommon. The conditions illustrated stand out because they are recorded and seem so obviously unnecessary. The fact that such conditions exist often, and that the contractor, or his manager, doesn't know where the losses occur, causes them to put the high cost down to a poor gang, a worse foreman, or just a tough break. The possibility of poor management above the foreman is very seldom considered.

Passing from this weekly job Record Chart to the job Record Summary, we have a sheet designed to record the summarized economies of the job at the end of each work-week.

This particular job started off with a first week's production of 44 per cent. The fact that only \$86.00 was lost the first week was accountable, because the pay-roll was smaller and a holiday occurred that week.

The next week of January 9, which is reproduced in detail in the other chart, shows a percentage of 63.

The third week of January 16 shows an accomplishment of 92 per cent. If the job lasts long enough, we may get up to par.

The fourth and last week's production was 135 per cent. The nature of the work this last week was the same as the other weeks. This proves that the estimator's units were not too low, but very liberal. It was not a case of going behind on conduit installation and making up the losses on wire-pulling and other finishing operations.

The last week's production was easily accomplished, and less individual energy was used up in the last week than in any of the other weeks.

With proper planning and management this job could have been done in three weeks' elapsed time, instead of four weeks.

Management, not men, was responsible for the comparative high cost on job.

A very bad effect on men's morale is noted, when work is poorly planned, under-equipped, badly engineered, and half managed.

For a cost record this record shows immediately, clearly, correctly, completely, and continually

1. Whether a loss occurs,
2. Where a loss occurs,
3. How a loss occurs,
4. How big it is,
5. How it is to be prevented,
6. Who is to prevent it,

and then, has a repetition of it been prevented?

In case of work being done on a percentage basis, or time and material basis, this method can easily be used in functioning as a cost finder, as well as a cost record.

It places responsibility squarely where it belongs, viz., where the authority for action lies. It makes it necessary to have a plan. It compares work done with work planned, showing reasons why you fall short of plan, or go beyond it. It is remarkably compact. It is easy to keep. The nine-man job reproduced here took 15 minutes per day of the foreman's time to keep. It visualizes the passing of time, and helps reduce the waste of it. It measures momentum, rate of flow, resistance, pressure.

This method is a gauge, a tool, that measures the service rendered by the 1. Workers; 2. Foreman; 3. Management.

If failure is due to absence, slowness, avoidable mistakes, it is the fault of the worker. If failure is due to the improper use of men, on the work they are best fitted for, the poor interpretation of lay-out of specifications, or in general bad job management, and inability to lead and command respect from the gang, it is the fault of the foreman. If failure is due to lack of lay-out, poor tools, lack of equipment, the fault is with the management.

It shows how well the management is organized to get things done. It is a simple and effective way of presenting facts so they can be easily understood. It is the only scientific way of arriving at new standards when new standards should be set, e. g., you must know your actual costs before you can start lowering or raising old estimated unit costs.

After such tools of measurement have been in effect for some time, it will be found that—

1. Tools and equipment will be in better shape.
2. There will be enough of them.
3. Gangs and men will be moving more rapidly and with less confusion from one operation to another.
4. Increased production, not by speeding up men, but by removing obstacles that prevent them from doing their best.
5. Reduced costs because of elimination of idleness and waste as well as improvement in method.
6. Men in subordinate positions willing to shoulder responsibilities, because of more clear-cut duties, instead of passing the buck.
7. Elimination of the big affirmative men, as the yes-men are called here in Hollywood.
8. Courage and initiative stimulated in men because they know they will get fair play.

9. No favoritism or special privilege because gang record can be seen by all if necessary.

10. Better satisfied workers, because delays over which they have no control are eliminated, and they are left to do a full day's work and get more wages out of the industry.

12. Promotions going to the men who know the economics of their jobs, as well as the technique. Organizations built up of men who know what to do, when to do it, and how to do it.

13. Men more interested in their work not only for the wage incentive, but the interest the graphic method of presenting facts arouses as a scoreboard does at the ball game.

14. Men better able to see the problems of management, and by such experience realize that the authority to issue an order involves the responsibility to see that it is executed.

15. Such changes in operation, and mental attitude, will make for a greater measure of effective, democratic management in our industry.

The flexibility of this method of measuring the efficiency of men and management makes it an easy matter to use on any operation where the work is planned, estimated, or done on a unit basis. If, due to any unusual condition, it seems impractical to keep every day's production separately, it can easily be grouped and kept for two or more days at a time.

The foreman on the job will be taught to become a better foreman and an estimator. The wireman on the job will be taught to become a better wireman and a foreman. With great changes in our industrial America about to take place, it is very short-sighted on the part of management in the electrical construction field to withhold the knowledge of the economics of the job from the man on the job.

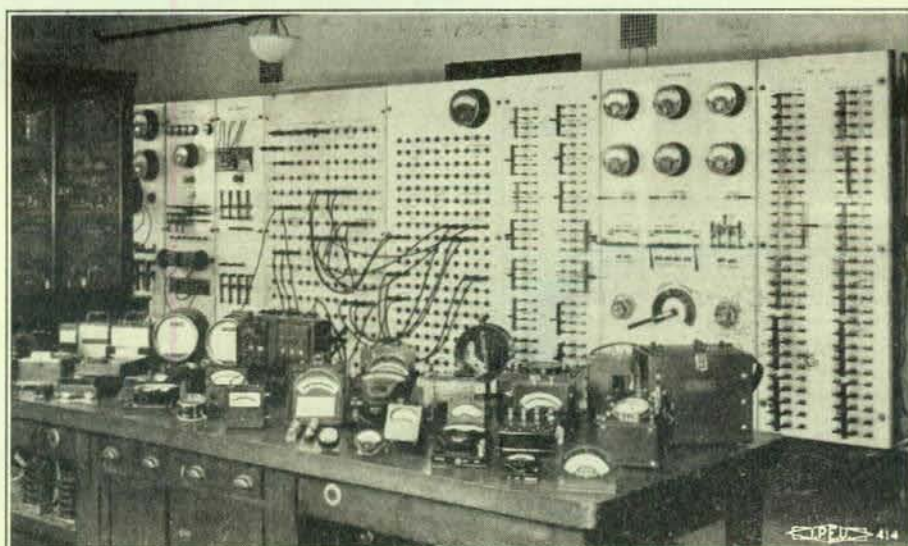
To withhold such knowledge at this time, is to put ourselves in the same plight as the folks waiting on the railway station platform for the train that left two hours ago.

CLAIR C. KILLEN,
LOS ANGELES, CALIF.

Employer's View

Mr. Kelly believes chart is too elaborate, and doubts value of committing foreman and workers to full knowledge of costs and other minutiae.

I find these charts to be of much interest, and I am impressed by the accompanying article by Mr. Killen in which he not only explains the use of the charts but very concisely points out the results to be obtained from an adequate job record, particularly in that such a record places the responsibility for inefficiency and delay upon



This is the Testing Room for Electrical Apparatus at the U. S. Bureau of Standards. Here Criteria Are Set Up Which Affect Apparatus for the Whole Nation.

those responsible for such conditions.

In this industry there seems to be a mistaken idea in the minds of many of the workmen and of the contractors that the only purpose for keeping job records is to provide a check on the workmen, whereas a complete job record often indicates that the management has fallen down in undertaking to provide suitable material, equipment, and engineering service at the proper time. If the contractor and the workmen more fully realized this purpose of keeping a detailed job record, all parties concerned in the executing of the work would encourage the keeping of such records.

While the results to be secured from such job records are quite apparent, it is evident that considerable work and expense will be involved in securing the information for these records and proper tabulation, particularly on operations covering large areas subject to extreme weather conditions and where the workmen are frequently obliged to change from one class of work to another. The conditions set up by the builder or general contractor may be such that the electrical contractor is obliged to keep closely in step with the pouring of concrete, steel-workers, bricklayers, lathers, and plasterers, and this condition makes the keeping of exact records most difficult, and the recorded labor costs are likely to be misleading as much of the work at certain stages of many jobs involves a comparatively small amount of material.

It is frequently found that many capable foremen are not competent as estimators of the labor required on a job, and in many cases it will be found that if the foreman has a record of the unit labor items he will be unable to accurately estimate the proportion of the work executed by any designated date. In other words, it is not unusual to find that a foreman estimates that the job is 90 per cent complete when 75 per cent would be a more accurate figure, and this mistake in estimating is

likely to be aggravated in cases where the first part of the job requires the installation of a considerable quantity of material such as conduit, boxes wiring, and cables, while the work to be done later requires a minimum of material but care, accuracy and ability in installing that material and in testing and making connections.

In order that satisfactory results may be secured from a detailed job record, it will be necessary that the foreman, or the timekeeper who makes the notes on any job, be thoroughly familiar with the method used in estimating that particular job. For example, some estimators include in their labor costs for installing conduit, the labor involved for cutting and threading the conduit, making the necessary bends, and making the connections to the boxes or fittings; while other estimators consider this to be a matter of three or four different operations, so it is evident that the job record should coincide in a general way with the original job estimate.

Although some difficulties may be encountered in securing the facts for filling in the figures in spaces 1, 1-A, 2, 2-A, and 4-A, valuable results could be secured on any job if no records were kept except that in space 4 on the printed form, and the summary with schedule as shown on the bottom of the page. The foreman on the job will secure a better grasp of the situation by making out a daily progress report, weekly summary and weekly schedule, and these reports should be carefully analyzed by the management as a means to improve the efficiency on the job, and through such reports the proper co-operation between the management and the job could be developed.

Although I can see the great value in such detailed job records as Mr. Killen has set up and used, I feel that very few contractors could be induced to put such record-keeping methods into effect on their jobs, but something midway between the present method—or lack of

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Universal Five-Day Week On Horizon

WHEN the American Federation of Labor meets in Vancouver early in October, it will foregather with the consciousness that its traditional platform of ever-lessening hours of labor is again advanced, and again vindicated.

The ink had hardly dried upon the stirring call for a universal five-day week at Atlantic City in August, when heads of government departments echoed the call, and leaders of American industry indicated that they are now planning to adopt the short week.

One issue lies ahead. Labor insists upon five and one-half days' pay for five days' work. Business heads want to cut labor's income with the short week.

The President of the United States was urged to call a national conference of labor and business leaders to work out solutions of unemployment.

The proposal of the American Federation of Labor:

"The executive council of the American Federation of Labor spent the entire session of today's meeting in considering the unemployment situation.

"The reports received from labor organizations were augmented by statements submitted by the individual members of the executive council regarding the distressing condition which prevails among the members of the different organizations and labor generally in various parts of the country with which they come in contact daily. These reports are filled with incidents of human distress and human suffering. Unemployment has increased to an astonishing degree. Many organizations are supplying their individual members with assistance either through a division of work available or through financial assessments. All are filled with apprehension over the distress and suffering which will prevail during the coming winter.

"It is the opinion of the council that federal, state and community groups should begin immediate preparations to meet the demand for relief which will increase to an alarming degree when winter comes. It would be a reflection upon government and upon our social order if society would stand helpless in the face of such a national emergency.

Offer Concrete Plan

"The council firmly believes that local community organizations should serve as the distributing agencies for all relief supplied, but that representatives of labor should be included in the membership of these distributing agencies. Any and all help supplied by the federal or state governments should be distributed through these local community relief organizations.

"All relief supplied in this way, however, cannot reach the cause of the distressing situation. It cannot be and it will not be a remedy for our economic ills. In supplying relief we are not dealing with the cause of our social and

Pronouncement of American Federation of Labor wins instant response from government and industry. Organized labor proposes only immediate way to blast blight of machine production.

economic ills. We are simply attempting to supply food, clothing and shelter to those who are the victims of an economic tragedy which is approaching its third year.

"In the midst of all the existing human distress the owners and managers of industry stand impotent and helpless. They present neither leadership, plans nor policies. They lack initiative and they present no remedy. Even though several national meetings have been

held by these groups no plan has been suggested through which work opportunities may be equitably distributed among men and women willing and eager to work.

"In contrast with the attitude of industry and the leaders of industry the American Federation of Labor offers a concrete plan which, in its judgment, would, if applied, serve as a remedy for unemployment. In order to create work opportunities we propose that the five-day work week be immediately introduced and accepted in private and government employment.

"We recommend, further, that the hours worked per day be reduced to six hours, if necessary, in order to supply work for all and that so far as possible, work security shall be accorded to working men and women. We propose that the standard rate of pay be maintained so that the purchasing power of the masses of the people may fairly balance with their productive capacity.

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VANCOUVER

City of far spaces, and hospitable hotels is capable of handling the international labor convention with ease. Canadian National Hotel nearing completion.

A Glimpse of the City Against the Hills.

Union Operator Links Arctic With Home

"MOTHER, the aurora borealis is just grand." So Ralph Brooks has radioed his mother, Mrs. William H. Brooks, Calumet City, Ill., from the land of the long night, whither he has accompanied the famed MacMillan expedition to Baffin Island. Above the Arctic Circle Ralph Brooks, member of Local Union No. 697, International

Ralph Brooks, "best amateur", now head electrical man on famed MacMillan expedition to Baffin Island, Arctic land. Talks to mother every night.

a movie scenario. Ralph had always been interested in electrical science. Though a young man, he has been in the union 11 years, with continuous good standing. When he came home from his regular work, his interest in electricity did not end. He built and operated his own radio set. But at this point let his mother take up the story.

"Ralph's contact with Capt. Donald B. MacMillan and the Arctic expeditions began in 1928.

"While playing around through the air as radio amateurs do, he picked up the radio station of the Bowdoin, WNP at that time. It has since been changed and now is WDDE. His signals were the clearest of all, and the operator asked all others to stand aside for W9AFA (Ralph's station). He was given a message for Mr. Stanley Field, president of Field Museum in Chicago, and was able to receive, deliver and send a return message to the Bowdoin in 20 minutes. He was then invited to act as regular operator at this end of the line, and in the 15 months' period handled over 1,400 messages.

"On the return of the Bowdoin the captain invited all the radio amateurs who had been instrumental in making the ex-

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RALPH BROOKS
At the Wheel of the Bowdoin

Brotherhood of Electrical Workers, is radio operator on Dr. MacMillan's sturdy schooner, the Bowdoin. Ralph also keeps the relatives and friends of 16 other men on the expedition informed of their condition, and the course of their campaign to gather new scientific data in the rough regions of the pole.

Like many another young electrician in the International Brotherhood of Electrical Workers, Ralph has moved along fast in the intricacies of radio science. He built his own transmitter used on the Bowdoin. His receivers are two of the low-wave type built by a Chicago firm. Just now negotiations are under way to make possible a low-wave hook-up between the Bowdoin and the National Broadcasting Company. Dr. MacMillan will tell his listeners about the expedition

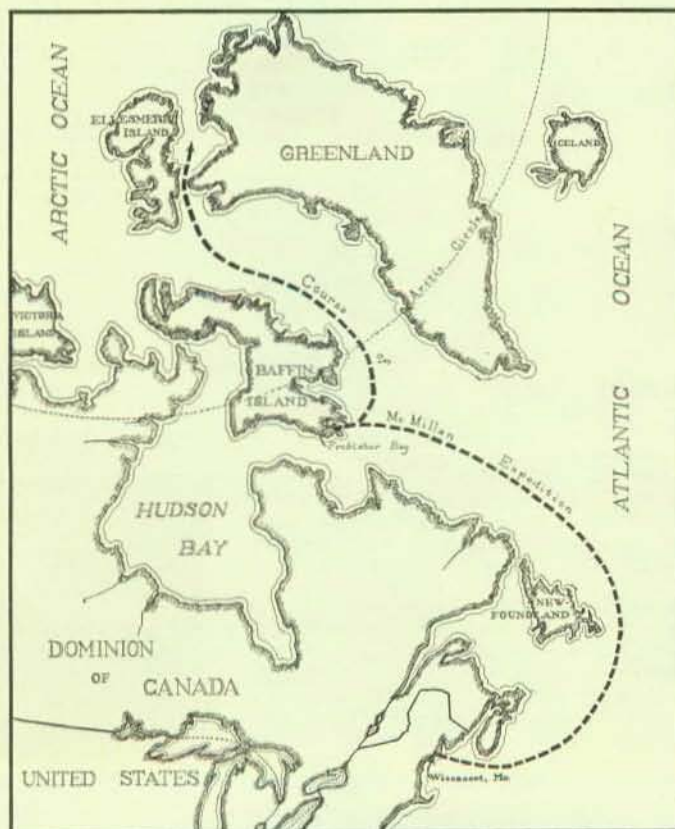
from where he stands at the microphone on board his ship. Ralph Brooks will handle the technical difficulties.

All the adventure and romance of the journey to the far north, as the Bowdoin noses its way along, through the fog and floes, is conveyed to Mrs. Brooks, in laconic messages from Ralph. Mrs. Brooks knows that the flashing northern lights are unusually brilliant this year, and she also knows that their sputtering is caught in Ralph's receiver to interfere with radio transmission and reception. She knows that the long Arctic day has wrought health and strength

in the sturdy explorers. She knows that a Lockheed-Vega airplane is with the explorers to aid in the map-making. She knows that the expedition must leave Baffin Island early in September to escape the ice-floes, and that Ralph will be back in Calumet City about September 15.

How Ralph became Dr. MacMillan's able assistant reads like

WHERE UNION FLAG FLIES



Labor Doesn't Figure in Washington Tale

THERE is a best selling book in Podunk as well as in New York; in Oshkosh as well as Seattle; and it is called Washington Merry-Go-Round. In the nation's capital, it is spoken of in some quarters with hesitancy, in others with disdain, and in others with bitter anger. A reading of this work reveals the force of the pent-up feelings, facts, and ideas of a half dozen anonymous Washington newspaper correspondents, curbed by editorial courtesy, policy and whim from giving the news that lies in reality behind the headlines. It is no common book, and anyone who tries to make out that it is not written with sincere dignity, glowing power, and with scholarly regard to all the facts, and with gentlemanly regard for personalities, is too blind to have his opinion count.

The news for labor in Washington Merry-Go-Round (Washington Merry-Go-Round, Horace Liveright, Inc., Publishers, New York City; price \$3.00), is that labor plays no part in it. True, there are references to labor and one side glance at the president of the American Federation of Labor. Labor simply doesn't count with the half dozen anonymous newspapermen who compiled this subdued, yet bitterly satiric, account of life behind the scenes in the nation's capital. Yet the book has singular meaning for labor. Labor knows too well the force of the so-called social lobby and its effect upon progressive representatives and senators who go up to Washington from farm and village, burning with high idealism for democracy and the people's government, only to be tamed by golf clubs, tea-cups, and social precedence. This life is laid bare, in all its ugly pettiness. To some it will only seem backstairs gossip, but those who know its force in subduing men will believe that the authors of Washington Merry-Go-Round have performed a social service in showing just what the Washington lobby is.

Sympathetic and, on the whole, just portraits of Andrew Mellon, Henry L. Stimson, Paul Claudel, French Ambassador; Davila, Chilean Ambassador; Dwight W. Morrow, Charles Dawes, Laurence Richey, throw considerable light on this thing we call government. Who will not say that this summary of Andrew Mellon is not accurate:

Small, emaciated, shy, giving the impression of being timid, but always surrounded by an army of assistants and servitors, Andrew Mellon became a figure of might and power. To his simply furnished office in the barred and guarded Treasury Building, politicians, social leaders, diplomats and the barons of big business came to bow before him.

For eight years he was revered in high places. For eight years his wisdom was hailed as sublime. For eight years his views were acclaimed as enduring philosophy, his achievements labeled historic. Far and wide he was heralded as great.

He was King Andrew, the mighty, ruler of

Astounding book tears lid off of capital life, laying bare social lobby, personalities, and coercive publicity. Not unsympathetic to labor, but ignores its place in national affairs.

the taxes, the surpluses, the finances, the prosperity of the United States. He was the monarch who sat on an intangible throne of prestige more powerful than that in the White House. He wielded a golden scepter of colossal wealth. His sway was all-powerful.

But today, like so many monarchs, who, having failed to gauge the pulse of popular rebellion against their rule, King Andrew is no more.

Gone are his magic surpluses. Gone are his promises of tax reduction. Gone are the hallowed days of prosperity. Gone is the time when the White House accepted his word as law.

Fame, throne, scepter, halo, all have been torn from him.

They disappeared the day Herbert Hoover persuaded him to remain in office. For Herbert Hoover he had neither regard nor affection. But he had listened to the adulation of the multitude. He had heard his name on the lips of the people. He liked it. And he stayed on.

So now he speaks when it suits the White House, and he says what the White House wants him to say. If the White House wants an announcement that there will be no deficit, Mr. Mellon announces that there will be no deficit. If the White House says there is to be continued tax reduction, Mr. Mellon reverses his original statement and says there is to be continued tax reduction.

And behind Mr. Mellon's back the world titers.

Not the least serviceable of the force-

ful reporting of these writers is that done on the State Department. Few American citizens know the real condition of affairs in that important department of the government. It appears that a group of rich men's sons, called career men, with their class attitudes and emotions, captured the department and set in force the policies which best suited their parochial minds. This is described, and also the rebellion against them:

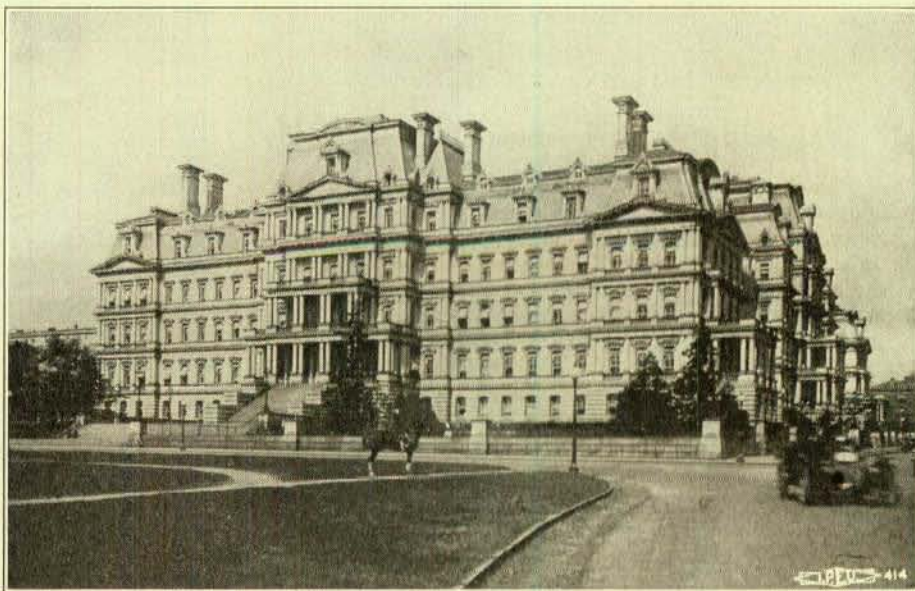
With Grew, in the inner sanctuary of the State Department, were J. Butler Wright, arbiter of protocol and diplomatic dress; Leland Harrison, scion of a wealthy New York family, and Hugh Robert Wilson, heir of the Chicago shirt manufacturer. These men ran the State Department. They appointed themselves and their own tried and trusted friends as members of the personnel board to pass upon promotions. They picked their friends for the best foreign posts and saw to it that the amenable Mr. Kellogg got them approved at the White House. Every time such an appointment came back from the White House bearing the initials "C. C.," Hugh Wilson, in charge of press relations, called in the newspapermen and whispered "most confidentially" that a certain appointment was about to be announced, that it was to be a great triumph for the principle of a career service and that the newspapers would do well to play it up as such.

The career diplomats had the wheel and they drove the department at a to-hell-with-everyone-else clip straight down their own narrow road.

But such a mad career raised up many enemies. How the career men were smashed is told interestingly:

That road led to the famous State Department smash of 1927. During that smash everything that possibly could break against the controlling career clique did break. The Senate Foreign Relations Committee launched

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STATE DEPARTMENT

From Here Emanates American Foreign Policy at One Time Controlled by Idle Sons of the Rich.

Mass Manufacturing and Wage Cuts

By J. J. KEHOE

A CUT in wages in most cases cannot be seen in total costs with a magnifying glass. Apostles of low wages are simply drawing a herring across the trail when they complain about "high" wages. They do not distinguish between real wages and money wages. Money wages represent the amount of money men get for performing a particular task. Real wages reflect the purchasing power of a man's dollar—what commodities he can get in return for his earnings. Real wages are not high enough under our complex system of mass production. If our so-called Industrial Economists want to be helpful they might start to prune marketing costs and let the wage levels alone. Anybody who has spent any time studying the subject knows that a great deal of our economic ill is due to the high cost of distribution.

In Atlantic City last June J. F. Owens, president of the Oklahoma Gas and Electric Company, speaking before the convention of the National Electric Light Association, of which association Mr. Owens is now president, said:

"I may be wrong, but it seems to me that no one is making any effort to get down to what I call the 'grass roots' of our difficulties. If this is done, we will very quickly find that most of our problems can be resolved into one very simple problem which is not new but which, for the moment, is all dressed up in new clothes with no particular place to go and which, therefore, is trying to go every place at once. It is the problem of distribution which, in this country at least, is becoming more and more acute."

We made such rapid strides during the war—and subsequent to the war—in production methods and lower costs that the greater bogey man—Old Man Distribution—has been neglected.

But, whose fault is it? In the last 10 years—with more and more labor-saving devices coming into use—direct labor has been getting less and less in many industries. Research bodies keep on finding synthetic substitutes and cheaper processes every day. Machinery efficiency men are continually inventing machines to displace humans. They are getting production costs down and down, and adding more and more extrav-

Mass production without mass consumption has produced a top-heavy marketing system. The real problem is costly distribution—not labor costs. Wage cuts are reflected only minutely in consumers' price. Wage cutters obscure real issue.

agance to the cost of marketing. Almost every industry is feverishly trying to manufacture things cheaper so they can put on more high-pressure salesmen to sell them. The old slogan, "Get the production costs down so we can broaden the market scope for millions of additional people", is a fallacy. Management has been getting costs down so low—and processes so automatic—that we are literally in "business without a buyer". Cutting direct labor only makes a bad situation worse.

I know a company that barely pays its workmen a living wage, whose product is quite cheap in raw material expense, but it costs them 40 to 50 per cent of the list price of the product to sell it. Because the management has to have a whole floor—or several floors—of home offices done in the modernistic, with branch offices scattered all over the country manned by a number of overpaid salesmen, the list price of the particular product is boosted to cover.

There seems to be an impression among men who have never done much selling—and a large number of such men are in the banking class and on boards of directors—that selling is necessarily an ex-

pensive item of cost. It is with some managements! There have been many instances of smooth-talking sales executives getting huge sums of money from their boards of directors to back some extravagant idea of marketing. Branch offices in well-located office buildings from coast to coast, offices sumptuously furnished, large expenditures for national and local advertising, entertaining with pre-war stuff at conventions, parties for the "visiting firemen", etc. All of this seems to be a necessary function for the company trying to make a splurge. Somehow it registers as a necessity with level-headed boards of directors.

Salesmen Sell Themselves

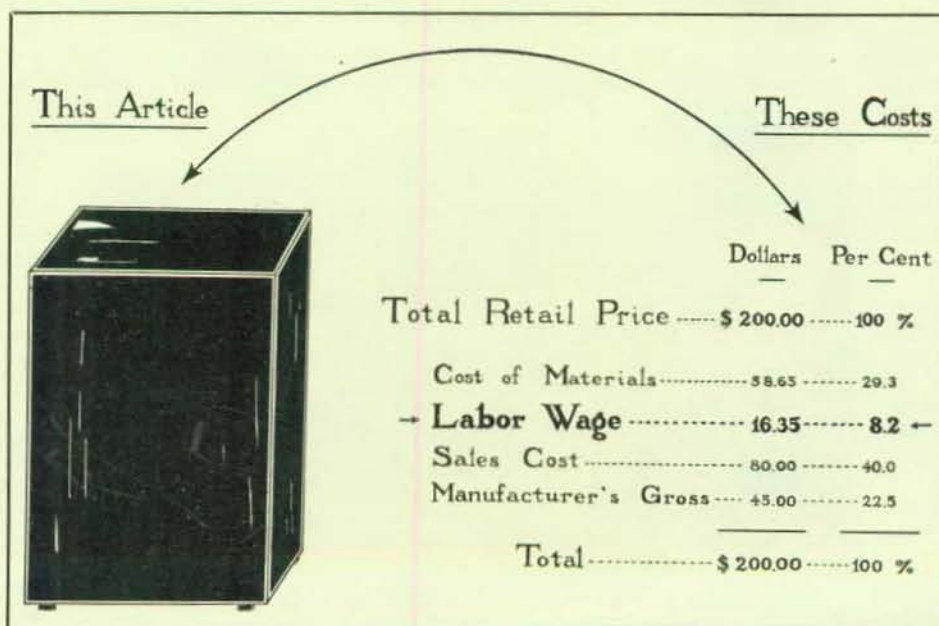
But, let the production manager of one of these same companies come in and ask for a raise in wages for a particularly capable group of workmen and a howl goes up to high Heaven from the same level-headed board of directors. Perhaps the answer is that the production managers are not such good salesmen. If they were good salesmen, they wouldn't be in production; they would probably be in the sales department where money is known to flow easily.

Some day labor will rise up and insist on a general inquiry into the delivered prices of articles bought by the average person. Then they will have an answer—and a good one—for some of these bankers who are drawing a herring across the trail. No, cutting wages is not the cure-all! Keep production wages up and cut the cost of selling!

All business is divided into four major parts: Finance, production, marketing, accounting. And the most expensive of these is marketing.

Let us reflect on a few items which in

the last few years have come to be regarded as necessities in the home. There is the radio. How much actual labor do you imagine went into the manufacture of your cabinet and radio set? What was the proportion of labor to the retail list price? What was the retailer's profit on the sale? What was the manufacturer's profit? Somewhere between the manufacturer's cost of production and the price you



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Gambler's Dead Hand On Building Industry

THREE years ago, in the fall of 1928, the Building Trades Department of the American Federation of Labor protested the diverting of funds to the New York Stock Exchange for speculative purposes.

"Our present decline in building permits began in June, and was because of the action of many of our banks and corporations, in taking their surplus funds out of the local channels of investment, one of which is the building industry in all localities, and using the funds of the depositors to promote stock market gambling."

Here was an effort to go to the seat of difficulty revealed in that moment in respect to the great pivotal industry of construction. Gambling was cited as the cause. At that time it was impossible for the unions to measure the extent, degree and nature of that orgy of speculation. Now it is being shown that that gambling splurge went far beyond the mere diversion of funds from legitimate business into the Stock Exchange.

Not Overbuilt

It is being shown by authorities that America is not overbuilt. The reason that building does not resume operations as it did during the depression of 1921 is that there is no capital for such purpose.

Barrons, the financial weekly, an undisputed friend of "big business," analyzes this difficulty as follows:

1. The big banks are refusing to loan money until they can liquidate the paper they already hold on real estate investments.

2. This is not easy to liquidate for the reason that a great many of the projects backing this paper have been over-financed. As a result of the depression, the water has been wrung out of this property and the bonds and mortgages are therefore worth a great deal less than their face value.

3. The life insurance companies, which have been big investors in real estate, have been forced to change their policy of lending money, due to the present mortgage set-up.

4. It is estimated that 18 billion dollars of real estate bonds were issued during the orgy of speculation, outside of legal restrictions. This was done by the setting up of phony companies and by the juggling of corporations.

Bankers and real estate men are literally tearing

Gradually real plight of great pivotal business is being revealed. Fault lies in credit situation. Long era of speculation and inflated values now taking its toll.

their hair in an effort to liquidate this paper, for the most part fruitlessly.

Turning for a moment to the question of building needs as an incentive for immediate construction in accord with the well-known law of supply and demand, we find a picture quite different from that which fills the public prints. The National Association of Real Estate Boards has just closed a national survey of building needs. The New Orleans Journal of Commerce makes a summary of this survey:

"The association's seventeenth semi-annual survey covering 381 cities spread over the country indicates that 72 per cent of these claim the demand for one-family homes just about equals the supply. Only 11 per cent of the cities report an actual over-supply while 17 per cent declare an actual definite shortage. Sixty-five per cent of these cities have no over-supply of apartment structures, 12 per cent admit a shortage, and but 23 per cent are overstocked with multiple family dwellings.

"Concerning business space, 66 per cent of the cities surveyed report no over-supply, 34 per cent have one, and 2 per cent reveal a shortage. There is no over-supply and no under-supply of one-family dwellings in cities of 500,000 or more population reporting, a situation that has not prevailed before for the last eight years, during which the association has made these surveys, covering the same cities."

Why Not Modernize?

House and Garden, another publication interested in the all-vital question

of getting construction started, points out that 50,000,000 people in the United States are living in obsolete houses. To say we are over-built, this publication states, is absurd. We do not take this attitude toward the radio, motor cars, furniture and clothes. We renew these necessities, but we expect to live in a house a lifetime, though it may be decrepit and inconvenient.

Bureau of Agriculture engineers take a similar view and assert that a national survey shows 6,000,000 farm homes are vitally in need of modernization.

We have already published in this Journal news of a move on the part of the National Association of Realtors to set up a central mortgage agency that will aid in financing construction and in marketing real estate mortgages and bonds. To date this idea has made some progress.

The whole situation indicates that the credit system in the United States is antiquated, narrow, and operated in the interest of a small group of bankers incapable of taking a public point of view and of rising to public responsibility. This point of view has emphatically been taken—not by professional agitators—but by the editor of Business Week, a McGraw Hill publication. Speaking before the convention of the United States Building and Loan League August 11, 1931, Marc A. Rose said: "I believe we should try the plan in the United States where the Federal Reserve System is not so completely under the control of the member banks." His statement is given:

Managed Banking Needed

"I believe it is possible to prevent a wide fluctuation of prices of things. When money becomes too scarce, too costly in terms of goods, money should be made less scarce, less valuable so that prices rise. This can be done. There is no serious dispute as to that possibility, but there is some discussion as to whether or not it should be done. This is inflation and the word has taken on an ugly sound. Unmanaged and accidental inflation leads to serious consequences. It is conceded by many authorities that it can be controlled once it is started. We believe that the evils of unbridled inflation far outweigh the evils of inflation.

"I believe we should try the plan in the United States where our Federal Reserve System is not so completely under the control of the member banks. World-wide wholesale repudiation of debt on a scale of such magnitude

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Inflated Values in Blocks of City Real Estate Now Figure in Building Depression

Wisconsin Modernizes Its Labor Code

IF labor acted as does capital, labor organizations would be doing business all over the country today under the laws of Wisconsin. Just as New Jersey and Delaware have set up laws favorable to the formation of corporations, one or two states have stepped out with modern labor codes. New York is one. Wisconsin is another. Wisconsin is probably the most modern state in the union in respect to legislation fair to labor unions. No less than 14 bills were passed in the last legislature, several of which reached fundamentals.

Eight had to do with just compensation.

One had to do with hours for women.

One had to do with prevailing wage.

One had to do with unemployment.

One had to do with insurance.

One had to do with injunctions.

One formulated a comprehensive code.

An enumeration of these bills is illuminating.

1. To protect workers in recovery of personal damages.—Chapter 242, Laws of 1931.

2. To protect children of divorced parents under compensation laws.—Chapter 14, Laws of 1931.

3. To protect employees under 30 years of age under compensation laws. Chapter 42, Laws of 1931.

4. To allow employees injured to collect indemnity as wages on the fourth day.—Chapter 66, Laws of 1931.

5. To fix amount of indemnity in accident cases.—Chapter 101, Laws of 1931.

6. To allow an injured workman to see a third party without loss of right. Chapter 132, Laws of 1931.

7. To define employer and owner under the industrial commission act.—Chapter 161, Laws of 1931.

8. To define compensation for personal injury befitting certain ages.—Chapter 210, Laws of 1931.

9. To put teeth in the law regulating hours of labor of women in hotels.—Chapter 235, Laws of 1931.

10. To set up prevailing wage in all state building contracts.—Chapter 269, Laws of 1931.

11. To declare emergency aid to get highway building progress started.—Chapter 22, Laws of 1931.

12. To permit union insurance to be written in Wisconsin.—Chapter 151, Laws of 1931.

13. To fix trial by jury in all pleas for injunctions.—Chapter 56, Laws of 1931.

14. To define limits of injunction process, and to set up public policy in

Progressive state sets standard for whole nation. Fourteen separate bills passed, several sweeping in purport. Yellow Dog contract sent to scrap heap. Injunctions curbed. Collective bargaining elevated.



GOVERNOR LA FOLLETTE

He Led the Forces Against Medieval Labor Code.

reference to collective bargaining.—Chapter 376, Laws of 1931.

The text of the bill defining public policy in respect to collective bargaining is notable.

Text of Labor Code

"Negotiation of terms and conditions of labor should result from voluntary agreement between employer and employees. Governmental authority has permitted and encouraged employers to organize in the corporate and other forms of capital control. In dealing with such employers, the individual unorganized worker is helpless to exercise actual liberty of contract and to protect his freedom of labor, and thereby to obtain acceptable terms and conditions of employment. Therefore it is necessary that the individual workman have full freedom of association, self-organization, and designation of representatives of his own choosing, to negotiate the terms and conditions

of his employment, and that he shall be free from the interference, restraint or coercion of employers of labor, or their agents, in the designation of such representatives or in self-organization or in other concerted activities for the purpose of collective bargaining or other mutual aid or protection.

"268.19 'YELLOW-DOG' CONTRACTS. Every undertaking or promise made after the taking effect of this section, whether written or oral, express or implied, between any employee or prospective employee and his employer, prospective employer or any other individual, firm, company, association, or corporation, whereby

"(1) Either party thereto undertakes or promises to join or to remain a member of some specific labor organization or organizations or to join or remain a member of some specific employer organization or any employer organization or organizations; or

"(2) Either party thereto undertakes or promises not to join or not to remain a member of some specific labor organization or any labor organization or organizations, or of some specific employer organization or any employer organization or organizations; or

"(3) Either party thereto undertakes or promises that he will withdraw from an employment relation in the event that he joins or remains a member of some specific labor organization or any labor organization or organizations, or of some specific employer organization or any employer organization or organizations;

"Is hereby declared to be contrary to public policy and shall not afford any basis for the granting of legal or equitable relief by any court against a party to such undertaking or promise, or against any other persons who may advise, urge or induce, without fraud, violence, or threat thereof, either party thereto to act in disregard of such undertaking or promise. This section in its entirety is supplemental to and of sub-section (1) of section 103.46 of the statutes.

"268.20 LAWFUL CONDUCT IN LABOR DISPUTES. (1) The following acts, whether performed singly or in concert, shall be legal:

"(a) Ceasing or refusing to perform any work or to remain in any relation of employment regardless of any promise, undertaking, contract or agreement in violation of the public policy declared in section 268.19;

"(b) Becoming or remaining a member of any labor organization or of any employer organization, regardless of any such undertaking or promise as is described in section 268.19;

"(c) Paying or giving to, any person any strike or unemployment benefits or insurance or other moneys or things of value;

"(d) By all lawful means aiding any person who is being proceeded against in, or is prosecuting any action or suit in any court of the United States or of any state;

"(e) Giving publicity to and obtaining or communicating information regarding the existence of, or the facts involved in, any dispute, whether by advertising, speaking, patrolling any public street or any place where any person or persons may lawfully be, without intimidation or coercion, or by

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Behind the Head-Lines in England

THE day that the British Labor Government ended in England, a grave, gray man left 10 Downing Street, London. A cab was waiting at the curb. A reporter stepped forward and said, "Mr. MacDonald, is there anything to say?" The gray man turned and answered, "Yes, I —," and could not finish. He buried his face in his hands and the cab drove away. This indicates the turbulence of emotion which the British labor cabinet had faced, behind the scenes, prior to the fall of the labor government.

Premier Ramsay MacDonald was faced with a decision momentous and tragic. He was the representative of a distinct class in the government. England was insolvent. He was told that his country could not receive any further credit unless British books were balanced. That balance was to be effected by a reduction in the so-called social welfare activities of the government, namely, in unemployment relief and possibly wages. Mr. MacDonald clearly saw that if he consented to these adjustments in order to balance the government's books, he would be charged with betraying the class that put him into office. He was so charged. His answer was that the nation is bigger than any class. The retort to this by British labor to the left was, "It is not the nation you are bowing to, but to bankers and profit-taking employers of the empire. You have gone over to them and forsaken your own people."

It is this dilemma that Premier MacDonald faced for 10 days prior to the fall of the British government, and it is this struggle that cut new lines in his already grave face and left him unable to speak to reporters when he left Downing Street to announce the fall of the British labor government and the incoming of the coalition group. It is believed that Premier MacDonald has ended his career in British labor politics and that he will be succeeded by Arthur Henderson. Whether his momentous decision was warranted must be left to history.

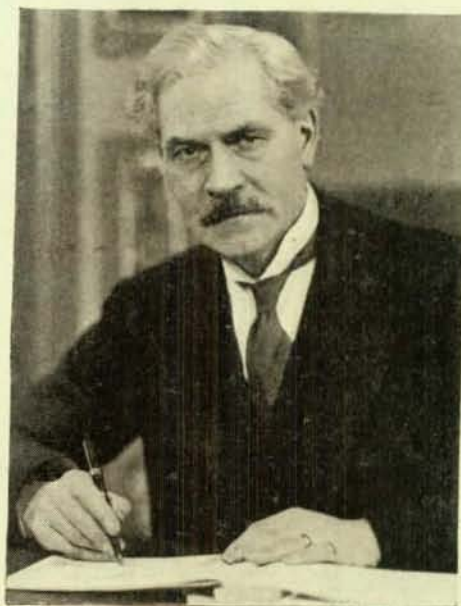
No one can doubt that the labor government in England has been fighting a losing fight ever since its rise to power. A losing fight has been dictated by two conditions: First, a war debt, the interest on which was so great that it ate up any surplus that the nation might produce; second, an antiquated production system that could not compete with the severe conditions before it, namely, the lack of raw materials in the little island and the long haul to bring raw materials for manufacturing from distant points.

That American bankers were aware of what was going on in Great Britain many days before the debacle was indicated by a confidential letter sent out by one of the large bonding companies of the east to its clients. This banking firm analyzed the financial situation as

British Labor reaches a new cross roads where economic determinism begins to point the direction the journey takes. Politics has not yet succeeded in triumphing over economics.

one quite unfavorable to England. It showed that the \$250,000,000 loan could not possibly reach to the bottom of the crisis. It was only a tiding over. Then it said:

"It is apparent that no real solution of



FORTUNES SUNK

J. Ramsay MacDonald, Labor Premier, opposed the World War. Post-war conditions in England have been so severe that they have sunk MacDonald's political fortunes. Faced by a dilemma, he chose a course opposed to party action. He was immediately ousted.

the difficulties is obtained unless Great Britain is able to speedily turn the balance of trade in its own favor.

"The term 'speedily' is here used very deliberately. It will not suffice that the turn-about be gradual, for the urgency of the present credit to the Bank of England showed that the British financial reserves were exhausted. If a nation is rich in its financial reserves, it can afford to wait for a trade balance to turn in its favor. When, however, its financial reserves are near the exhaustion point, it cannot afford to wait because current expenses rush the nation into dire financial straits.

"That any spectacular recovery in British trade is at hand, such as might save the present financial situation, is certainly not supported by the news that is forthcoming from world trade circles. On the other hand, Great Britain is facing a competition of a severity such as was never known before. Russia is still committed to a policy of 'dumping' its exports on the markets of the world, and the depression in the United States is bringing American producers to

the point where they may at any time establish a cut-throat competition in world market. At the same time, the plight of Germany is sufficiently desperate that that country may start a 'dumping' policy. France, despite its wealth in gold metal, is seriously concerned over its own very unfavorable trade balance. Japan, with the loss of China as a leading customer because of the collapse of silver currency, is also threatening as a dumping factor.

"Adding to the difficulties of England is the fact that she long since committed herself to concentrating her factory system in the British Isles, instead of distributing a large portion through the British colonies. In the latter case, the factory system would have the benefit of being close to the source of the raw materials used. In other words, British industry must pay the cost of hauling raw materials to the British Isles to turn them there into the manufactured products. Russia, looming up as the biggest factor in the new competition, is wealthy in raw materials, near the source of which many of that nation's new factories have been established.

"Great Britain was for years able to pay the cost of the long ocean hauls for raw materials, and to make a profit on the finished products, because she did not face heavy competition from nations that had raw materials and factories near together. The United States was favored by such proximity of sources of raw materials and of finished products, but its exports were only a tenth of its own production.

"Ask yourself, how, under all these conditions, Great Britain can possibly be expected to turn the trade balance to its own favor in the quick time which is necessary for the re-establishment of any financial reserve sufficiently large to assure the maintenance of the pound sterling at the gold point."

Whether any political set-up in England will be able to cope with these unfavorable conditions is yet to be proved.

MOST AMERICAN FAMILIES FACE SURE EXTINCTION

Any American who wants to be king or even to attain the kingly goal of perpetuating the family name has but small hope of success unless he can give his family more fertility in the male line than is true of average Americans.

Figures for male and female births and deaths from the United States Census make it possible, the Statistical Department of the Metropolitan Life Insurance Company of New York City points out in a recent announcement, to calculate the chance that any family will have male descendants of the same name in the first generation, the second generation and so on as far as one carries the calculation. Even in the first generation there is only a little more than an even chance that the name will survive, for about half of the children born to the average family are girls and not enough boys are born to make anywhere nearly sure that the family name will be carried over. Among the grandchildren there is only about one chance in three that the name still will persist. Among the great-grandchildren the chance falls to not much over one in four. By the sixth generation there is but one chance in five that the original family name still will be in existence.

One Night With Tom Broadbent

By P. J. KING, Financial Secretary, Lodge No. 264, International Association of Machinists, Boston, Mass.

IN most locals it is the financial secretary who comes in closest contact with the members. When they join, when they drop, when unemployed or in flush times, either at the meetings or the office, there are periods for little chats about the car, the vacation, the new home, or affairs less pleasant but more important—children's illness, bills, births, deaths, and all those experiences that cheer or burden the life of the average man. Through such relations he soon learns to classify his members; who are the lame and who are the real dependable union men.

When certain members are out in the open, and fall behind in dues, he knows they are gone and the sending of an arrear notice is simply lost effort. There are others whose record merits every confidence, and of whom, even though their book is in arrears, he knows it must be for some cause other than a desire to discontinue membership.

Tom Broadbent was such a member. Although a member of many years standing, I was the only one to whom he was known in the lodge, and who knew that he worked in a little shop, employing but one machinist. Although he was not among our prominent members, the fact that he maintained his membership purely as a matter of principle was enough to merit my respect.

No Overalls For Tom

He would call at the office, dressed in a manner more like a professor than a machinist; an appearance all the more heightened with his high, square topped derby and the cane he thumped with evident air that it was a constant accessory of his dress. He would pay six months dues, discuss awhile labor problems in general, and then, with a tap, tapping of his cane down the hall, he would be gone for another six months.

Then came the time when his dues fell in arrears. I sent him a friendly reminder. The time for the monthly report was at hand and thinking I would be certain to see him by Saturday I credited him with due payment within good standing. Saturday came and as time passed to the closing hour, with no word from Broadbent, I began to feel uneasy. What was the cause of his absence? Could it mean that after these years he was going to quit?

All through Sunday heavy thoughts concerning Broadbent kept seeping into mind. Could it be that his years of membership meant nothing and had been merely a matter of habit? Had chats and discussions never gone beneath the surface and stirred the depths and real meaning and need for labor organization and loyalty?

On Monday I looked hopefully through the morning's mail, but there was no word from Broadbent. Toward the hour of closing I removed his card from the

Here is a story with a different flavor. Here is a sketch, founded on the real experiences of a union leader, which conducts one back into the realms of culture. It is good for every unionist to have such a night as this now and then.

file with intention of writing him a more direct letter, and then came the thought—why not call on him? He lived in the city of Cambridge, just across the river. It would be but a twenty-minute ride and with a short visit I would be able to get home before the evening was past. I copied the address in my notebook, closed the office and started for the subway. It was not long before I was at the end of the line at the Harvard station. Coming to the surface I was in the heart of the square. I crossed the street and stood in front of the Harvard Cooperative Store, just to get the atmosphere of the place and study the students as they passed, or those who stood about chatting in groups. Some were strapping, sun-tanned young fellows, with easy, care-free air, others seemed pinched and strained with an early, feverish ambition. And there were those who looked and talked in a goofy-like manner, causing me to recall why someone had remarked that "You can tell a Harvard man, but you can't tell him much".

The time being still early for the call on Broadbent I yielded to the tempting invitation of the open gateways to stroll about the borders of the Harvard College grounds, in among those high-sweeping elms and cool, shaded lawns. The general atmosphere soon caused fanciful thoughts to run loosely back over the years on what might have been, when, unexpectedly, I came to the statue of John Harvard. His bronzed, shadowed features seemed cast in forbidding frown, and the protesting thought, "What bringeth thee here", and then I became a machinist once more, and recalling my errand I hurried for the nearest exit.

I found myself in another section of Harvard Square, at the edge of the Common. Studying an ancient tablet, I learned that this was the spot where the American soldiers, some twelve hundred, lined up for their march to Bunker Hill, on the night before the battle; a brave and solemn thing to do, for all knew that they were not only about to risk death in battle, but that they were to take the even more serious risk of death as traitors should they fail.

Confronted by History

In the centre of the Common stood several cannon, big, black, heavy, long-bar-

reled things; the remains of "the noble train of artillery" that General Knox had dragged down from Fort Ticonderoga to aid Washington in his siege of Boston. A gigantic task of dragging 120,000 pounds of cannon over mountain trails, through snow and ice and storm; through miles and miles of wilderness.

Just outside the Common stood the Washington Elm where Washington took command of the American army. Here, soldiers and officers stood in array before him, as he sat upon his horse under this elm that even then was old, and in a few simple words declared that he assumed command.

Realizing that I was not in Cambridge with the thought of entering Harvard, nor to study ancient landmarks of early American history, I inquired the way to Brattle Street, the home of Broadbent. And then, following the directions given me, I entered another section that caused me further doubt and wonder.

I had walked but a short distance when I came to a quaint old Colonial home that seemed smothered in the midst of blooming gardens. A sign over the gate informed me that this was the site of the old blacksmith shop, made famous in Longfellow's poem. Immediately stray passages of the "Village Blacksmith" came drifting to memory. I stood a little bit in awe before the site of that famous poem and thought of the future generations of city children who will never know the thrill of standing at the open door of a blacksmith shop, fascinated with the glowing forge, the flying sparks and the ting, tong of the hammered anvil.

People's Poet Remembered

A little farther on I came to the old Craige House, the house where Washington had stayed when he commanded the Boston army and long the home of Longfellow. Here it was that he wrote the poems that will ever be familiar to future generations of school children. From that study window he looked out over those terraced gardens, down across the meadows (now a park), out on the winding course of the Charles River.

Continuing on I began to wonder where all the girls were coming from, until I turned a corner and came to Radcliffe College, the leading women's college of the east. From then on my course led through the aristocratic and cultured section of Cambridge. The streets were lined with towering elms, lawns were guarded by hedges of blooming lilac bushes. Driveways were studded with massive horse chestnut trees and led through pergolas laden with climbing roses. Lanterns glowed with soft light in arched doorways of enticing beauty. Through windows could be seen fireplaces, bookcases, paintings, statuary; everywhere

(Continued on page 499)

Connecting D. C. Motors and Manual Starters

By MERRILL A. RADAMAKER, Member Local No. 134

THE electrician is often confronted with different and sometimes confusing ways of connecting direct current motors and starting controllers of the familiar standard type. Almost all diagrams in technical books and periodicals do not show the interior connections of the starter and motor as well as the exterior connections.

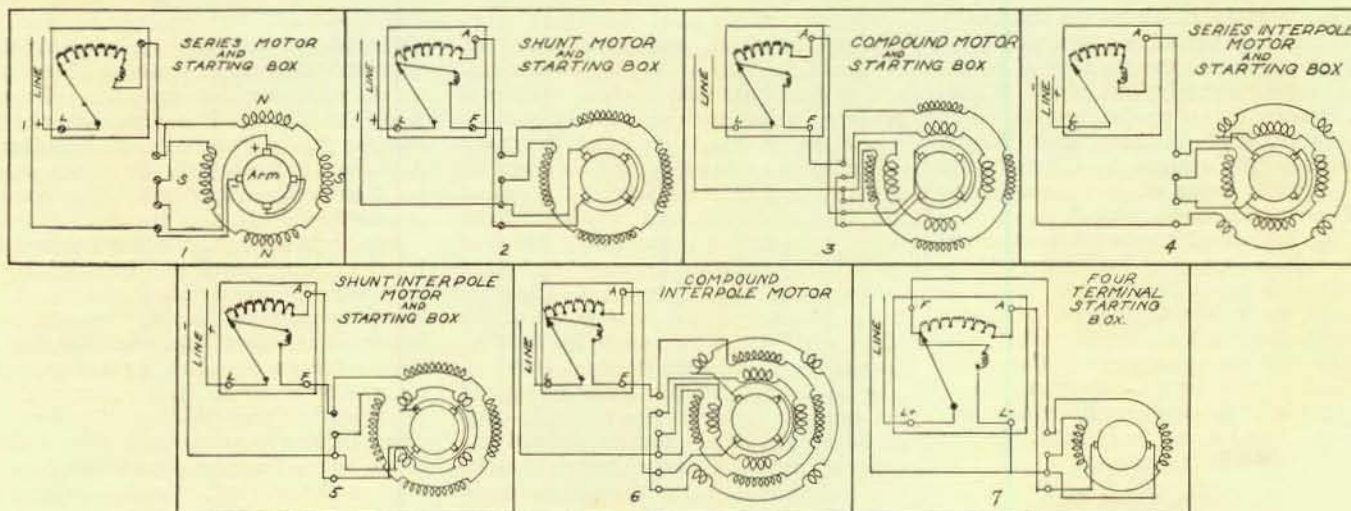
My experience has prompted me to make a few self-explanatory sketches showing the way the electrician can check his hookup as he goes along, or after he has completed the job; there-

No articles contributed to this Journal are more welcome than those of technical character. None are read with more enthusiasm by our readers. These practical engineering reports serve to advance the craft, and advance the union cause.

Sketch No. 7 shows the hookup for a four-terminal starter which for some reason in a majority of cases is connected wrong by the average wireman.

Urges Stellar Television

Television for better views of distant stars instead of the cumbersome and expensive telescopes of the present day was predicted by Mr. O. H. Caldwell, of New York City, former United States Radio Commissioner and now Editor of the magazine, "Electronics," in a recent address before the



fore avoiding the embarrassment of being called back to correct his mistake and causing more unnecessary time to be lost, and marring his reputation as a reliable electrician.

I am offering these sketches so that some of the Brothers will get the diagram habit, draw sketches of their wiring jobs, learn to visualize and make notes of their jobs. All competent electricians form this habit.

Sketch No. 1 shows a simple series motor connection. Note that the no-voltage release coil will carry the full load current. To reverse the rotation of this motor simply reverse the two armature leads or the two field leads.

Sketch No. 2 shows a shunt motor. The rotation can be changed by reversing the two shunt field leads or the two armature leads. The no-voltage release coil is connected in series with the shunt field.

Sketch No. 3 shows compound motor. The rotation is reversed by changing the two connections of both the compound and shunt fields together, also rotation can be changed by reversing the two armature leads. Care should be taken not to reverse the armature leads and

the field leads together as this would not change the rotation of the motor. Care should also be taken in changing the compound field leads and the shunt field leads so that they will not buck each other.

Sketch No. 4 shows series interpole motor. The rotation is reversed by reversing the two series field connections, or reversing the armature leads with the interpole coils so that the polarity of the armature and interpoles are the same.

Sketch No. 5 shows a shunt interpole motor. The rotation is reversed by reversing the two shunt field leads, or the armature and interpoles are reversed the same as in Sketch No. 4.

Sketch No. 6 shows a compound interpole motor. The rotation is reversed by reversing the shunt field and series field together or reversing the armature leads. In all cases of reversing motors it is well to bear in mind that the interpole coil polarity is the same as the adjacent main pole opposite to the rotation of the motor. This is the opposite case with a generator, but in either case the armature polarity is the same as the interpole polarity.

American Association of Variable Star Observers. Looked at from the viewpoint of the radio engineer, Mr. Caldwell said, a telescope is like the old-fashioned crystal set for radio reception. It picks up a lot of light from a star or other distant object and does what it can with this light, just as one of the former crystal receivers picked up what radio waves it could and did its best to make the message of these waves audible. Modern radio depends, Mr. Caldwell pointed out, on a different principle; the principle of amplification. Only a very little radio energy needs to be picked up. This is then amplified enormously in the modern vacuum-tube radio receivers, making the message strong enough to be played over loud speakers even to a large audience.

The best of modern telescopes used in astronomy cannot magnify distant objects, Mr. Caldwell stated, more than about 2,500 diameters. Modern radio receivers, on the other hand, magnify the impulses received by their antennas by between 500,000,000 and 1,000,000,000 times. If magnification equal to this could be attained in astronomy, men would be able to see objects as small as insects on the surfaces of other planets like Mars or to determine whether still other planets, inhabited or not, revolve around other suns than ours. Present-day radio or television methods are not suitable, Mr. Caldwell admits, for such amplification of light rays but he believes that it might be wise to devote to such new and fundamental researches some of the money now spent on larger and larger telescopes.

CHILDREN OF THE ABYSS

Drawn especially for Electrical Workers Journal by Harrie S. Goodwin



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Devoted
to the
Cause



of
Organized
Labor

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Sabotage of Capital In Brazil surplus coffee was thrown into the sea—to keep up the price. The perverse tides cast back a certain part of this food upon the sands. Hungry Brazilians found it, and the coffee dumpers were rebuked for their oversight. It hurt the market. That is Brazil.

In all seriousness, in these United States, a proposal was made to destroy thousands of tons of American cotton—to keep up the price. And we behold the spectacle of southwestern governors using the military power of the state to shut down oil fields. For years, there has been current in this country the theory that the farmer's ills were due to his perverse refusal to limit production. Today farmers are turning pigs into grain fields to salvage losses.

If electrical workers, walking the streets of American cities, advocate the burning down of slum districts to create a shortage of houses, they would be liable to a charge of dangerous syndicalism.

It is noted that the alleged sabotage of labor has never reached in the propagandists' wildest dreams the level or the dimensions of the sabotage of capital.

Silver Lining When men are hungry it is no use saying, "Good will come of your hunger." When men are without work, it does little good to take the long view. Yet, at the risk of offending, we say there is likelihood that good will be salvaged out of the present depression.

Good was salvaged out of the war, though at fearful cost. Good was salvaged out of the 1921 depression, and some gains will be made in return for the sacrifices of today's millions of jobless.

First, the short workweek is likely to make great strides during this depression. It has already made great strides. And as the American Federation of Labor contends, it should have universal application.

Second, the folly of wage-cutting will probably be exposed. Though cutting has been going on for more than a year, business is still in the doldrums.

Third, there are likely to be gains in management practices. Waste will be eliminated, and we hope water wrung out of properties.

Fourth, there is hope that the hit-and-miss economy—the practice of producing and distributing without plan—will go by the board. If it were possible to salvage a National Eco-

nomic Plan Board—representative of scientific thought and practice—which means with organized labor represented fully—out of this disastrous period, we should almost feel we had been remunerated in part for the misery caused by the depression.

Practical Wage Jokers Charles E. Bedeaux Company, industrial engineers, New York City, recently completed a national wage survey. Among the questions asked of corporations was: "Do you consider wage reductions a necessary prelude to the return of more favorable economic conditions?" Now note. Seventy-nine per cent of executives answer "No." Only 21 per cent answered "Yes."

Once again, from an accurate source, we have evidence that the anti-social wage-cutting campaign has been carried on for the purpose of lining the pockets of already bloated business institutions.

Dr. Sumner H. Slichter, Harvard School of Business, writing in the "Atlantic Monthly," shows just how great profits were in the great depression year of 1930.

"The dividend disbursements of American corporations during 1930 set a new high record. According to the 'Monthly Survey of Business,' they were \$355,000,000 above 1929, which in turn was \$1,150,000,000 above 1928. This represents an increase of 65 per cent in two years."

How did the workers fare? Dr. Slichter continues:

"The wage payments of manufacturing corporations in 1930, according to the estimates of the Federal Reserve Board, were \$2,146,000,000 below 1929—a drop of about 19 per cent. This brought them below any year since 1922, although the dividend payments of the manufacturing companies in 1930 were more than double those of 1923. The wage bill of the railroads in 1930 was 17 per cent below 1929, and in the building trades the drop was even greater. Only in the public utility industry did wage payments hold about even with 1929."

Even in the year 1931, some corporations have made more money than they did in 1929.

The sole excuse for wage-cutting has been the excuse of men swollen with power. In a time of depression, there is a surplus of labor. A surplus of labor enables the employer to cut wages at will. He can always find starving men to take the place of strikers. Only a sense of decency—a social sense capable of projecting vision beyond today—or a powerful union—can prevent unscrupulous employers from perpetrating this colossal wage-cutting joke on a country where over-production is a habit.

Control By Propaganda In those countries where revolutions have occurred greater bitterness was shown to those classes who professionally enslaved men's minds, than to those who degraded their bodies. There is something about a human being that strongly resents a lie. When a candidate gets into office; when a product is sold; when a spurious policy is continued—all on the strength of neatly manipulated propaganda—and the deceit is discovered—then storm signals are flying—look out, propagandist, your head is coming off. One of the disconcerting facts about certain governing groups in the economic world is their willing-

ness to live by propaganda. It never occurs to them to employ the truth. They lie on principle. But wait until the public finds it out.

Educated Men in Politics Harold J. Laski, an English economist, laments the fact that more American college men are not interested in politics.

We think Laski—to resort to common words—is all wet. American college men are interested in politics and economics, but not in the way the liberal Laski would have them be. Take the present Secretary of the Interior. He is loaded down with university degrees. He has been a college president. He is indeed the par excellence of the academic man. But in him, it appears, education has dried up all the illustrious human instincts. He is responsible for conditions at Boulder Dam, which are incredible, and yet he defends them, and the whole abominable policy of the private firm, as though he were addressing a class of college seniors. To him the labor conditions at Boulder Dam—where men die like flies—are no more than a split infinitive, or a rule of grammar. If Secretary Wilbur is the type of university man in politics, give us more plumbers, ditch-diggers and electricians in high places.

Cuba's Tears During the recent insurrection in Cuba, Wall Street publications asserted that the billion dollars of American sugar, tobacco and utility money was safe. For they said—and they spoke with confidence—if the highly paid army of the Cuban dictator failed, the U. S. would intervene. Our treaty with Cuba gives us such rights, as follows:

"That the United States may exercise the right to intervene for the preservation of Cuban independence, the maintenance of a government adequate for the protection of life, property and individual liberty, and for discharging the obligations with respect to Cuba imposed by the Treaty of Paris on the United States, now to be assumed and undertaken by the government of Cuba."

The point is that long ago the United States should have intervened under these terms, for Cuban independence and individual liberty are long dead. The dictator is ruler by usurpation and destruction of all constitutional and moral rights. And Cuba, dissolved in tears, long a loyal devotee of the United States, is disillusioned, resentful and bitter.

Employer Chumps Depressions always increase the activities of that class which thrives on the promotion of industrial misunderstandings. These professionals have the ear of industrial heads, and it is their constant endeavor to persuade business men that organized labor is a menace. It is a ludicrous, and pitiable spectacle. When the history of this era is written nothing will excite more wonder in posterity than that sane, practical business leaders paid liars and cheats to poison their minds, and rewarded them handsomely, to make themselves incapable of forming rational judgments in a field as important as industrial relations.

The professional labor-hater finds it profitable to seize upon isolated facts, to enlarge and to misrepresent, to create sensational news, and to color the usual course of a labor union's life in such wise as to make it appear menacing to established business.

If there is a group which can be classed as parasitic and anti-social, it is this group. They are creatures to be despised. But the employer chumps who hire them to muddy their minds—these are fools to be laughed at.

Banker Incompetents Bank failures continue to mount with grief mostly to small depositors. The figures are a steadily rising pyramid of horrors.

Year	Number of Banks Suspended	Deposits of Banks Suspended
1921.....	501	\$196,000,000
1922.....	354	111,000,000
1923.....	648	189,000,000
1924.....	776	213,000,000
1925.....	612	173,000,000
1926.....	956	272,000,000
1927.....	662	194,000,000
1928.....	491	139,000,000
1929.....	642	235,000,000
1930.....	1,345	865,000,000

Bankers who undertake to tell business men how to run their business, by cutting wages, would do well to turn their talents to setting their own house in order. Or is it, as certain critics charge, bankers welcome depressions that they may seize weaker institutions at bargain prices?

Problems of the Progressive Union To some persons "progressive" is a magic word, though of indefinite meaning. Let us say that progressiveness is the art of applying intelligence to problems. The progressive union is the organization that makes knowledge serve its ends. Yet there are complex problems conjured up by the very process of applying intelligence to the daily affairs of the union, and being progressive may have its drawbacks.

Intelligence informs the progressive union today that wage-cuts are not to its advantage. It informs the progressive union that wage-cuts will not benefit the community by starting the machines of business going. So the progressive union refuses to desert the wage scale. Then it may come about that the employer may disestablish the progressive union from a job, and put workers of a less progressive organization to work.

What a beautiful thing it would be if self-interest always ran coincident with social virtue.

Or perhaps progressiveness pays. Perhaps the union makes advances. Perhaps the so-called public comes to see that the union is not as black as it is painted—indeed has virtues, indeed gives the craftsman the only protection he has in a chaotic and precarious economic world. And because the union advances, the enemies of unionism, powerful, malignant, armed with dollars and legal talent, single out the progressive union for repeated attacks in the courts. Such things have happened.

What a just thing it would be if social virtue were rewarded just as fairy books say individual merit is always rewarded.

The point is that progressiveness—the sign of virtue to many good men—has its crosses just as individual decency has its burdens. Unions may be "good" and happy—and they may get only trouble for their pains.



WOMAN'S WORK



BUY WITH DISCRETION

Says SALLY LUNN

EVERY day is bargain day and nobody buys! It is said that the value of the dollar is 16 per cent higher than in 1928. Nobody has figured, however, the percentage more of difficulty for the wage-earner to get his hands on that same dollar! Yet a New York savings bank declares it is so swamped with deposits that circular letters were sent out to all depositors advising them to spend the surplus they might have above a "safe reserve" in buying "for permanent use."

While prices are down 16 per cent, workers' incomes have, in all too many cases, been cut in half or wiped out entirely. The hope for a buying revival under those conditions is discouraging. Yet stocks now on hand must be sold before production is resumed.

The wage-earner may very well feel that prices have not yet come down to his reach. Even in prosperous times a large part of our population was limited to a mere subsistence income. Now the luxury industries, which were once able to sell their products by "easy installments," aided by the social pressure that made people feel that radios, current model cars, and such, were necessary for self-respect, these industries are feeling the pinch. Prices of many cars have looped downward. The trend is decidedly toward the light economical four or six.

Buying for Cash

It is interesting to find that a larger percentage of cars are now sold for cash than in the boom times. This is a hopeful sign of a change in the national psychology. The high cost of financing the purchase of a car was an additional gouge in a man's income that he paid out for very insubstantial values: or rather, paid as a penalty for his lack of thrift, his impatience, and desire to impress the neighbors.

Now that we have to budget more carefully, we are buying cautiously if at all.

Those merchants and manufacturers who have been allowing high salaries for executives, inflated charges for selling, advertising, promotion and service to boost the price of their products, must come down to earth. The wastes must be cut down.

Chicago department stores, engaged in pruning operating costs, deplored the high cost of merchandise returned by the customers. The stores have suffered from being too obliging. Charge-account customers have made it a prac-

tice to take out any merchandise they fancied with the assurance it could be returned if they decided it was not suitable. Now a system of charges for returned goods has been instituted in the State Street stores. The woman who can't make up her mind has to pay for the privilege of changing it. This is a sensible practice, for the woman who plays fair with stores is not charged for part of the cost of returns made by her less scrupulous sister.

Consumer Getting Wise

How many times have you gone home to think it over and decided, over night, that the article you wanted so much in the store was something, really, not at all necessary for your happiness or comfort? It's better to think first and buy later. To be sure, this year presents great opportunities for permanent investment in such substantial values as bonds, real estate, and home improvements. But how many of us have a surplus to invest?

The days of our frugal forebears are upon us again. Every purchase is examined with care. This, it is to be hoped, will continue and become ingrained into our buying habits, for if ever consumers have been gyped, stung, gouged and chiseled, it was the consumers of America in the buying spree of the last boom. The more carefully you buy, the more actual value your income has. The manufacturer does not suffer in the long run if his products are honest, for careful buying makes it possible to buy more good merchandise than when so much money is wasted on finance charges, servicing, and trade-ins of unsatisfactory articles.

Sometimes, it is less expensive to replace an article, such as an automobile, that is expensive to service and run. However, people are wisely considering just what is the relative cost of putting what they have into good condition, or buying a new one. In the case of household conveniences, a little oiling, cleaning and tinkering, often will make them run like new.

Points of Demerit

Here are a few things to consider when you are deciding about some article for long-time use. IS IT—

*Unsatisfactory,
Ugly,
Hard to service,
Expensive to run,
"Style of the moment,"*

*Cumbered with high finance charges,
Too costly for its value,
Unsuited to your needs,
Incomplete,
Fragile,
Deriving its value from "prestige" advertising?*

If so, the answer is, "Don't buy it."

You can ruin a high pressure sales talk by asking questions about these qualities. Some articles, such as radios, are sold at a price that does not include tubes or loud speaker, which have to be bought separately. Some household conveniences have an operating cost out of all reason to their actual usefulness. Others, while seemingly not expensive, will wear out quickly. There are all sorts of pitfalls for the unwary consumer, none of them pointed out by the salesman or advertiser. Flashy articles have been sold, not on their intrinsic merits, which, alas, were few, or usefulness, but on claims of style, and the prestige which was supposed to attach to the possessor. We are getting more common sense, thank goodness!

How to Get the Facts

But common sense alone is not sufficient. We are looking for definite information as to the relative merits of articles we are thinking of buying. How is the housewife to find out which is the best vacuum cleaner? The advertising is equally bombastic. Friends who own such machines are divided in opinion. When money is scarce, we must know, not guess.

Consumers' Research, the impartial fact-finding agency for consumers, is growing rapidly. This group makes tests of many articles and the results of the tests are sent to their subscribers. While often no single brand of the article in question can be given a complete recommendation, a list is made of the brands showing the advantages and disadvantages of each, with the price. It is important to know, for instance, that on the list of electric toasters a make costing only \$1.75 is considered in some ways as equal to one costing \$12.50. Among vacuum cleaners one costing \$34.50 was found much more efficient than another brand at \$80.55. Even if you were only buying a toaster you could save more than the cost of your membership in Consumers' Research, which may be addressed, by the way, at 340 West 23rd Street, New York City. The subscription price is \$2, and

(Continued on page 498)

FALL FROCKS AND FABRICS.



GRANELLE

A washable, wooly cotton dress of Pacific Mills' Granelle, has a smart collar that rolls over and tucks in!

Plain dull wool, Hunter's green, smart uneven cut, the lingerie touch at reverse, develop a frock of Pacific Mills' Kroma Kreepe

The molded line for fall finds charming expression in this tailored street dress of Celanese Crepe Ondese, a rough crepe weave



KROMA KREEPE



CREPE ONDESE

CONSTRUCTIVE HINTS

TYPE S BALANCE COILS

For Alternating-Current Service

A balance coil is an autotransformer used for obtaining a number of lower-voltage circuits from an alternating-current distributing system.

Three-Wire—Type S balance coils are listed for obtaining from a 230-volt two-wire circuit 115-volt distribution system.

Five-Wire—Type S balance coils are listed for obtaining from a 460-volt circuit a five-wire distribution system.

Capacity—The rated kilovolt-ampere capacities of these coils represent the maximum unbalancing allowable between any two circuits. The balanced load does not pass through the balance coil. It is the general practice, where the degree of unbalance is not known, to use a balance coil with a capacity of approximately 25 per cent of the total maximum capacity of the circuit upon which it is used.

TAP-CHANGING UNDER LOAD EQUIPMENT

Application

This equipment is used for changing the taps of transformers under load. It is used either on main power or on regulating transformers which may or may not require series transformers with them, depending upon the voltage of the circuit to be controlled. The service may be for controlling the voltage ratio to meet the fluctuations in system voltage or to tie together large systems; or it may be required to vary the phase angle in systems tied together to control the circulating current and the amount flowing between systems.

Distinctive Features

The tap-changing mechanism possesses the following features:

Compactness—Mounted on side of transformer tank.

Simplicity—Uses the simplest possible arrangement of transformer winding and fewest taps—a single, tapped winding.

Long Life—Only one switch operation per tap change. Only half of these operations are switch openings—hence, long life of switch contacts.

Reliability—Every position an operating position. No critical transition position.

Positively Operated—Switches mechanically operated. Proper sequence of operation secured by forced opening and closing.

Sturdiness—Main operating camshaft made of one piece of steel.

Speedy—Tap change is made in two seconds.

Oil Immersion—All high voltage power circuits oil immersed.

Low maintenance—Oil-less graphite bearings. Removable arcing contacts.

Operation

The moving contact is operated from a toggle and cam-operating mechanism. By using small diameter cams, the machining of the cams directly on a solid piece of steel shafting is possible. All cam lobes are torch hardened. Forced opening and closing of contacts is a feature of the equipment. The tank which forms the lower part of the lower compartment can

be dropped to allow inspection of the contacts. Insulating barriers are provided between tap changing switches, permitting a circulation of oil between switches, which reduces the oil maintenance to a minimum.

A motor is connected to the cam shaft by worm gear reduction, making a change of taps possible quickly. Hand operation is provided by a removable handle which normally locks the power switches in place. Removal of the handle opens the motor and control circuits, making remote operation impossible and providing protection to the operator. Since the handle must be returned to its normal position, misplacement of the operating handle is avoided.

A turn of the control switch initiates a change of taps. A contactor starter is then mechanically locked in place until the change of taps is complete, when the mechanical interlock permits the starter to open, stopping the tap changer on the next operating position. Complete automatic operation is possible by the addition of relays. Electrical limit switches are provided at both extreme tap positions supplemented by a mechanical stop to prevent over travel by hand operation.

The operator is given a complete indication of the position of the tap changer through a remote dial indicator. This is supplemented by a mechanical position indicator at the tap changer. Red and white indicating lamps indicate off position and also when the tap changer is in the "hand operation" position.

Construction

The complete tap-changing equipment may be bolted directly to and mounted upon the side of the transformer tank. The housing is divided into two oil filled compartments by means of a base plate on which the tap-changing switch bushings, cam shaft and toggle mechanism are mounted. The upper compartment opens directly into the transformer leads to these bushings which extend into the upper compartment thus completely immersing the transformer leads in oil. All moving parts of the tap changer are external to the transformer.

The lower parts of the bushings extend into the lower compartment and carry the stationary contact feet. Each part of bushings forming a tap-changing switch, are mounted on a common flange insuring perfect alignment of contacts. To withstand the frequent service required, condenser bushings with wedge shaped contacts are used. The outer contacts, which serve as arcing contacts are removable for replacement.

THE THERMOTEL

(Transformer Load Indicator)

Application

The thermotel, a convenient and reliable instrument for making system load surveys, produces many advantageous results such as improved service, increased revenue, and more economical operation. Its design factorizes the several variables upon which the output of a transformer depends; namely: (1) the actual capacity of the transformer, (2) the kv-a. load, (3) the duration of the load, and (4) the temperature of the surrounding air, usually called the ambient temperature.

Operating Advantages

Reads direct the per cent of transformer capacity being utilized.

Indicates underloaded as well as overloaded transformers.

Indicates existing load conditions as well as maximum load since the last time of resetting.

Shows an easily distinguished danger signal when safe load conditions are exceeded.

Automatically factors variations in ambient temperature.

Is easy to install.

Portable Farm Motor

The portable farm motor is a convenient portable unit for driving belted farm machinery and can be applied to a variety of services, particularly for duties of an intermittent nature, where a motor permanently installed on the machines would not be used long enough each day to justify the investment.

This company is prepared to furnish portable and fixed motors, both alternating-current and direct-current, with control devices, over a wide range of horsepower, for a variety of applications on the farm.

LIGHTNING ARRESTERS

Vacuum Tube Arresters Application

Vacuum tube arresters are made for the protection of railway and signal track and relay circuits. The application of the arresters according to voltage should be made according to the tabulation below.

Operation

Effective protection against lightning requires the installation of arresters having a low spark potential, that is, the quality of discharging at low rises in potential, and the ability to discharge quickly a large quantity of lightning, so that the apparatus may be immediately relieved of the lightning strain. To meet the requirements of low spark potential, in arresters for circuits of low voltages, such as railway signal circuits, a small gap is necessary, but in order to avoid short circuits, a large gap is advisable. These opposing requirements are met by using a relatively large gap in a vacuum, because such a gap is equivalent in spark potential to a very much smaller one in air. To obtain the same spark potential in air, a gap must be made so small that it becomes readily affected by dust, and its worth is thereby impaired.

An arrester may have both a low spark potential and also the ability to discharge a large lightning current, and yet a third fundamental principle of low maintenance may not be met. Low maintenance does not permit the arresters to be fragile, either in handling or service. As the vacuum tube arresters are of strong construction throughout, rough treatment does not affect them. Low maintenance requires the life of the tube to be long, so that replacements are infrequent. This necessitates careful attention to the construction of the vacuum chamber and the current-carrying parts.

EVERYDAY SCIENCE

Gas Helps to Make Electric Signs

Manufactured gas plays an important part in the manufacture of the neon electric signs which have come into such popularity during the past few years.

These signs consist essentially of hollow glass tubes, filled with neon gas energized by electric current without the use of filaments, such as are commonly used in electric bulbs. In the fashioning of the glass part of these signs, one of the large manufacturers uses about 90,000,000 cubic feet of gas per year. Gas is used not only for melting the mixture to make the glass, but also in the blowing, cutting and bending of the tubes to fashion the signs. A variety of burner types are used for the purpose, known to the trade as cannon fire, fish tail burners, ribbon burners, cross fires and hand torches.

Gas is also used to anneal the glass so that it will not be too brittle, although these signs are not subjected to heat while in use, as the light produced is practically a cold one.

Domestic Use of Electricity Increasing

The year 1929 continued to show an increasing use of electricity in the home for lighting and for the operation of appliances.

For the calendar year 1928, the average consumption by domestic consumers was 459 kilowatt hours, the average bill for the year was \$30.10, and the average cost per kilowatt hour was 6.55 cents.

For the 12 months ended October 31, 1929 (the latest available figures), domestic consumption had increased to 492 kilowatt hours per year, the average annual bill was \$30.70, and the average cost per kilowatt hour had decreased to 6.24 cents.

From the above figures, it is interesting to note that the increased use per customer (33 kilowatt hours) compared with the increase in the bill (60 cents) indicates that the cost of the additional electricity amounted to less than two cents per kilowatt hour—the result of rate reductions and the general use of rates having low charges per kilowatt hour after specified initial amounts have been used.

Coal Mined in West Virginia Lights New York Three Days Later

In a test authorized by Matthew S. Sloan, president of the New York Edison Company and associated electric light and power companies, coal that was in the mine in the mountains of West Virginia on Tuesday, November 19, was on Friday, November 22, being fed under the boilers of one of the power plants of the system. The test was carried through by W. W. Erwin, controller of the New York Edison Company, and officials of the Pocahontas Fuel Company. The order consisted of 6,000 tons or a train load of 75 cars. Mined on Tuesday, the coal was immediately loaded onto cars and transported the 400 miles to Norfolk, Va., by the Norfolk & Western Railroad. In three hours after arrival it had started on its 300-mile journey by collier to New York. On Friday afternoon at 3:10 o'clock the boat docked at the Hell Gate generating station of the United Electric Light and Power Company, on the waterfront, and five minutes later the coal was being conveyed to the bunkers on its way to boilers.

Chicago the Center of Telephoto Transmission

Chicago, on account of its central location, has been selected by the American Telephone and Telegraph Company as a central location for its system of distribution of photographs by telephone. This does not mean that photographs being sent from one section of the country to another are relayed through Chicago, but rather that the management of the system centers in Chicago and photographs being sent from one point to another are still sent directly by merely plugging in the connection at Chicago with the point to be reached. More telephotographs are received in the Chicago office than any other city, although New York City originates the greatest amount of telephoto business in the country.

Appliances Use One-Third of Electricity in Homes

The annual consumption of electricity in the homes amounts to 8,489,000,000 kilowatt hours, of which approximately one-third is used in appliances, and the remainder for lighting. All of the electric flatirons in the United States consume a total of 1,044,000,000 kilowatt hours each year; electric ranges use 1,012,000,000; and refrigerators 522,000,000. Vacuum cleaners consume 209,000,000 kilowatt hours and radio sets 154,000,000. Motors for oil-burning apparatus consume 80,000,000 kilowatt hours. Percolators use more than 87,000,000 kilowatt hours, and electric fans over 66,000,000.

Flatirons lead all other appliances in number with a total of 17,700,000; vacuum cleaners are next with 7,700,000; washing machines 5,735,000; electric fans, 5,600,000; and electric toasters, 5,325,000. Among other electric appliances are 1,223,000 refrigerators and 725,000 ranges. Small cookers number 1,050,000.

As an indication of the extent to which American homes have applied electric lighting, it is estimated that at the present time there are in use 55,000,000 portable lamps of all kinds, including table, floor, and bedside lamps, and all others not classed as fixtures. Last year the American public used more than 5,000,000,000 kilowatt hours of electricity for lighting in their homes.

Breaks in Trolley Wire Reduced by Regular Inspection

While the majority of delays in the operation of trolley cars are caused by obstacles on the track, beyond the control of the street railway company, a large part of the delays due to mechanical difficulties, within the control of the company, are caused by breaking of the trolley wire, resulting in interruption of service.

During the past few years trolley companies in almost all cases have introduced methods of regular inspection, based upon mileage of cars using the trolley wire, and regular replacement at intervals, based upon such use. As a result of this inspection system the number of trolley wire breaks on the lines of the Boston Elevated during 1929 was 127, the lowest on record. This is an average of one break for every 250,000 car miles operated.

The record for 1929 constitutes a reduc-

tion of 66 2-3 per cent from that of six years before.

Small as this number of breaks was, the majority of them were caused by things which could not be prevented by inspection. They resulted from such things as being pulled down by trucks, steam shovels, derricks, fallen trees, poles, etc., entirely beyond the control of street railway companies.

Another source of satisfaction to the management of the Boston Elevated Railway was that during 1929 there was not a single interruption of car service due to trouble in the generating power stations of the system. This power system represents an investment in power plant alone of \$18,500,000, and totals \$25,500,000 when the wire conduits and other power carrying facilities for the distribution of power are added. During the past 12 years approximately \$5,500,000 have been spent on this part of the elevated service.

The power plants of the company generate about 250,000,000 kilowatt hours of electricity each year, in the production of which about 200,000 tons of coal are used. The total cost of production in 1929 was \$1,800,000, and approximately 255 men were directly employed in this part of the business.

Vatican City Has Many Telephones

Vatican City, Rome, with a population of 500 people, will have a telephone system comprising 800 telephones. Considered as a separate state, this is probably the highest telephone development of any place in the world. San Francisco, which holds the palm among American cities, has approximately 31 telephones per 100 inhabitants.

Actually, this system compares more nearly to that of an industrial plant, hotel or commercial establishment in the United States, where the number of telephones, compared with the number of people employed runs much higher than in the case of the number of telephones per inhabitant of a large city.

Pope Pius' personal telephone will be of solid gold, bearing the Pontifical seal and ornamented with mother-of-pearl. He will be able to telephone his messages without the call passing through the exchange board. The Papal Secretary of State and some of the other dignitaries will also have private lines in addition to the main system.

Open Wire Telephone Faster Than Cable

Experience has shown that voice waves travel much more slowly over wire circuits which are enclosed in cables than they do over those strung along poles in the open. The velocity of a voice wave over cable lines is about 30,000 kilometers per second on long distance lines, as compared to nearly 300,000 kilometers per second on open wire circuits.

One of the results of the slower transmission in cables is an echo effect which, if delayed sufficiently over a long circuit, would result in the speaker hearing an echo of his own voice. This is prevented, or largely eliminated, by a device known as an "echo suppressor," by means of which the transmission of voice waves in one direction interrupts the path over which the echo currents are transmitted in the opposite direction.

ON EVERY JOB *There's a Laugh & Two*

No Job—That's My Sob

My kiddies need bread,
The wife's out of her head,
My socks they peek,
My shoes they leak,
And the landlord's ready
To land on my beak;
I'm one of the mob
Yelling, "Give us a job!"

"ALBANY,"
Local No. 770.

Busy Wire

Mr. Walter S. Gifford, president of the American Telephone & Telegraph Co., says better times are calling the United States. They just can't get the call through on the new dial phone.

H. I. PHILLIPS.

Try the Natural History Museum

Customer: "What's this in my soup?"
Waiter: "Don't ask me, sir. I don't know one insect from another."—*Bulletin* (Sydney).

Hear the one about the young husband who, when asked how he liked his new home refrigeration plant, replied, "Just fine! And I have a whistle on it, too, to razz the ice-man when he goes by."

A messenger boy was picked up unconscious at the corner of Wall and Broad streets, New York City. Questioned at the hospital, he said:

"The last thing I remember, I was walkin' along Wall Street, whistlin'—"
"What were you whistling, do you recall?" asked one of the doctors.
"Yes," replied the boy, "I was whistlin' 'Happy Days Are Here Again'—"

Swatted It

Owner of small car (who has crashed with a truck)—"But couldn't you see me coming?"

Truck-driver—"I thought it was a fly on the windshield."—*Optimist*.

Taking No Risk

Jim, the porter in a Cherry street barber shop, has developed a new and paying business, though unfortunately it involves the principle of gambling, which everyone knows is wrong. Anyway, Jim has noticed that many patrons have a tendency to throw away cigars as they come in. If you do that, Jim will take your cigar, place it on the sidewalk at the foot of the iron traffic-sign pole and bet you even money that it will be gone before you leave the place. Thus far he hasn't lost a bet.—*Seattle Times*.

Sent in by
J. E. DePUE,
Local Union No. 46.

Good news! Tom Meech says he is up and around again, and is running a job at the University of California. Great stuff, Tom! We're happy for you. Here's his reply to the Duke in their friendship "On the Job" and through the JOURNAL.

Duke

There's a lot of boys I'd like to see,
And voices that I'd like to hear;
This is a man I'd like to be,
And those I'd like to be near.

How memory brings back those golden days,
And the ones who have left for awhile;
But though they have gone their different ways,
There lingers the light of a smile.

There was Ernie, Sport, Jerry Taylor and the rest,
Who would give you their shirt, their coat or their vest.
There was Scotty and Stew, and Fritz Jensen, too;
Frank Lee and the gang always came through.

All this I see as in fancy I dream,
And always remember those faces that beam.
But the best recollections that linger the while
Are the friends I remember just by their smile.

It costs nothing to smile, it's as free as the sea,
And will always reflect you in some memory.
As it grows on your face it stamps there the worth
Of just what you would give to others on earth.

Duke, some forget home ties
And things worth their while,
But who ever forgot
A man who could smile?

TOM MEECH,
Local No. 595.
3919 Lyon Ave., Oakland, Calif.

Strong Man Needed

On a recent concrete job in New York City I happened to be turning up some three-quarter and one-inch pipe. It was near quitting time when one of the other journeymen called me over to his section and asked me to give him a hand to elbow a one-inch line into place. I got on the end of the hickey, and started to pull, but not a budge in the pipe. I looked a little closer and what a kick I got. We were trying to bend a one-inch reinforced steel rod instead of a one-inch pipe. What made it look like a pipe was that a helper or someone having nothing else to do put a one-inch coupling on the end of this up-turned rod.

Sent in by
C. W. CONNORS,
Local No. 3.
New York City.

The Last Resource

Dear Editor: Please accept my farewell note to the members; it will be my last, I think!

O come up close and listen to
The tale I am going to tell;
There's nothing left for me to do
But bid you all farewell.

I'm going on a travelling trip,
I don't think I'll come back;
While I'm able yet to slip
Away on an unbeaten track.

But I feel waves of emotion
When I think of what I've done;
It seems like a crazy notion,
I must try it just for fun.

In the past I could fix wires,
But I've grown a little grey;
Yet able to handle the pliers,
But I am too old, they say.

I could cut her in once with men
Who were glad to have me around;
To help in time of danger when
Good men got off the ground.

Then I was independent and gay,
But I was only half as old;
The life was not so hard in a way
And the climate wasn't so cold.

Maybe you'd know how bad I feel
If you were broke and afraid;
Wondering where you'd find your next meal,
Or some other kind of a trade.

To me it seems a last resource,
So I might as well begin,
And break away on another course
Some pastures new to win.

JOHN F. MASTERSON.

Looking for a Job

An electrician, out of work, strolled around the docks, saw a crowd watching some divers at work. Thinking he might strike a job, he asked one of the crowd where the boss was. They pointed to the water, saying he was down below. The wire jerker pulled off his coat and dived into the water. As he was going down for the third time he shouted to the guys on the side, "If I don't come up this time, you'll know I've started work."

GEORGE HILL,
Local No. 568.

Montreal.

Ex-Capitalist—Why, a lot of us had seats on the Stock Exchange a year ago, and now look at us.

Farmer—Yes, and many of us had seats in our pants a year ago, and now—don't look at us.—*Copper's Weekly*.



CORRESPONDENCE



L. U. NO. 7, SPRINGFIELD, MASS.

Editor:

As I stated in my last letter we had a committee to meet the contractors in regard to getting some of the unemployed members a couple of days a week, but I am sorry to say we got no headway, for the contractors could in no way see the stagger system, or any other system in regard to putting men to work, but instead one of the large jobs we were figuring on laid off 15 men, so we had more Brothers on our hands instead of taking care of the Brothers out of work.

We have started on the card system and it surely shows up the little time, if any, the Brothers are receiving and you can count on your fingers the Brothers who are getting full time.

It seems to be the same way all over the country in regard to the delay in all the government work especially the postoffice buildings. We have one in Springfield we have been waiting nearly two years for and then our business manager finds out that the contractors are not union contractors but he was lucky enough to get in contact with the builder and had the matter straightened out. He was not so lucky in the city of Westfield, where the whole job went non-union to a contractor named Nelson Company that has been giving us plenty of trouble in Springfield. Our business manager has been successful in keeping him off some jobs, but that is the situation we are up against today.

We read in the papers every day what they are going to do for the unemployed—even in our state the biggest part of the work being done is road work and very little building to take care of the building mechanics.

I was reading an article in the United States Bureau of Statistics, that there has been an increase of 5.9 per cent in the estimated cost of building in July over the preceding month.

In residential building, New England is the only one of the seven divisions to record a higher total for July than the preceding month, but still we have more men out of work. It just shows how little of the small residential house wiring the union man of today gets. Every Tom, Dick and Harry is figuring these houses and doing them for almost nothing. Our business manager was notified of a job in a barber shop and he found out one of our ex-members had done said job for 10 haircuts and \$5.00, so how can any contractor compete against that?

We had Organizer Kenefick in our midst at our last meeting and we were glad to see him and hear about his travels, but he fooled us this time and introduced Organizer W. A. Kelly, from Los Angeles, and he gave us some nice information in regard to the working conditions of the different locals through his travels up from the coast. We thought we were in bad shape but we found out we were a lot better off than many of the different locals throughout the country, so we are all hoping it will turn for the better in a short time. We surely appreciated his coming and hope he will be with us soon again.

I surely appreciate what Brother J. R. Woodhull of Local No. 226 said in his August article and wish him many more years of good health, but I don't think I would ever

READ

Stay out of Philadelphia, by L. U. No. 98.

Silver lining to the depression—death to selfishness, by L. U. No. 136.

Wage cuts are crimes, by L. U. No. 568.

Oklahoma City still builds, by L. U. No. 1141.

Fox Theatre builds 100 per cent union, by L. U. No. 661.

Not so bad in Ottawa, by L. U. No. 586.

Minneapolis offsets depression with frolic, by L. U. No. 292.

Decay of business leadership, by L. U. No. 53.

Small depositors take gaff in Toledo, by L. U. No. 245.

Doing business at the same old stand. Letters run gamut of human interest.

last at 25 years as press secretary. I will try hard to fulfill my duties while I am in office.

E. MULLARKEY.

L. U. NO. 26, WASHINGTON, D. C., GOVERNMENTAL BRANCH

Editor:

Regarding the attendance at election meeting, it's the old, old story. Like other organizations, we have two big nights when we can bank on the members coming out in all their glory and numbers. One night is election night, the other night is when there is to be a big feed put on. It's too bad we can't have one or the other every month, then we would all be like a big family. Well, so much for the attendance for the time being.

There was considerable rivalry between the two leading candidates for the presidency, namely Brothers Graham and Haussner, and it provided some real thought among the members as to why their favorite should have the honors. Brother Graham has been our past president and while in the chair his administration was a very successful one, and with such a record behind him, it seemed Brother Haussner was up against a tough nut to crack. After the ballots were counted, Brother Haussner was named the winner, so the writer believes the organization made the only decision that it could make.

It seems it is the unwritten rule of our organization that once a member has been in the president's chair, it should be given to some one that has never had it. If the time does come when the members will choose a former president to the highest office again, well, that will be fine, but right now or possibly within the next few years the office will be given to some one whose work has earned him the right to the president's chair.

The vice president's race was a walkaway for Brother Sullander. Brother Cameron received a complimentary vote for said office and no one has seen him since. Brother Cameron at this writing is down in Alabama

for his health, or something. We expect him back soon and hope that he will bring back his "good health" with him.

Brothers Floyd and Roberts are having an endurance contest of their own. They both have had the same office since we've been organized and they both succeeded themselves again. Brother Floyd is our financial secretary, and Brother Roberts our recording secretary. If these two birds keep on succeeding themselves I see where we will have to appropriate some money to buy some new chairs for them to sit in. Brother Roberts told the writer some time ago he has already worn out a pair of pants in his chair. My advice was the next time he buys a suit, get a two-pants suit as his job is quite secure for some time to come.

Brother Floyd, the other "marathoner," has been counting our money so long now and so regularly that there's no use hanging around for your change. What's left from your bill is either for the past or future. Hope no counterfeits are slipped over on him.

TOM CRANN.

L. U. NO. 28, BALTIMORE, MD.

Editor:

Inasmuch as we've been working nights up until last week, and sort of out of touch with affairs, as it were, we find ourselves taken unprepared now that the time for the official letter arrived. Our work, as mentioned in our last letter, was a trifle out of the ordinary—wiring for the air-conditioning equipment on the cars of the B. and O. Railroad. Now we're once again at leisure, having completed our task.

In reading through the letters and various articles we took note of one in particular which advocates a unique plan for getting life's necessities by bartering one's labor for what one wants. This plan, of course, is an old one, but can still prove to be very effective in times like the present when money is so scarce and rather hard to get and hold. This proves once more what old necessity can evolve in the minds of those most affected by economic conditions.

We note where Brother Walter H. Hendrick, of Local No. 7, makes quite a lot of noise simply because our own Tom Fagen saw fit to forward a check to him for wages collected that were due Walter. Brother Walter's generosity was greatly appreciated but it was felt that the money would do him a lot of good, especially in these trying times. The Brother, as a result of finding this extra and unlooked-for dough in his possession, immediately breaks out in song and pens a poem to the JOURNAL expressing his sentiments in a romantic manner. In a more practical mood the boy turns around and uses the money for dues, thereby proving himself a very shrewd investor.

Our relief committee, which functions to aid the needy, found that the voluntary assessment idea was good but far from practical. Inasmuch as the whole scheme for voluntary assessment levied on the members who are employed, for the purpose of establishing and continuing a fund to aid those in need, was, as its name implies, voluntary, quite a few became delinquent and finally no

longer contributed. Threats of laws, appeals to conscience and other methods were tried, all to no avail. Finally, as a last resort, laws are to be enacted to levy a definite and compulsory assessment on employed members. Such is human nature and most peculiar of all in an organization of a type like ours where the slogan should be, "For the mutual benefit of all." This final step was a last resort and the hand of the organization was forced as a measure of self preservation and actually a protection to the life of the local.

R. S. ROSEMAN.

L. U. NO. 53, KANSAS CITY, MO.

Editor:

Winter is approaching and prosperity is still around the corner. If one reads the WORKER one finds it is the same in every city. Kansas City is no better than the rest. If any Brother is thinking of wintering in Kansas City, our advice to you is to give up the idea as things don't look very good in the old town. We understand some of the unorganized electrical workers are willing to work for 50 cents an hour. With that kind of workers running loose it is hard for the union man to land. Most of the building jobs are complete and nothing now is being started. Brother Mosby is back from South America due to a shut down in work in that so-called land of opportunity. Brother Cooper was seen with a gang stringing some wire through the Missouri River bottoms. Brother Haigh is the proud grandfather of another little lineman—that is, if there will be such a thing when the boy grows up. Haigh would rather be a good stickler than president. Brother Pierish still flies his aeroplane for pastime while the rest of us must content ourselves with playing golf. Brother Joe Ballard seems to be getting fatter and Holland seems to remain the same. Brother Jack Wade looks as good as ever and still rolls his own (pants).

What a shock the American is receiving during these trying times! All his life he has had implicit faith in the so-called big men of the country. Every election they went down the line for a business administration. Our whole doctrine has been if the big men make lots of money the slopover will be passed along to the masses. Now the masses find every food bin bursting with surplus, the warehouses of manufactured goods crammed to the roof, the banks full of money (the last government bonds were oversubscribed nine times), and still no slopover for the masses. And the sad excuse the press feeds the masses. Here is an extract taken from a Forbes Magazine article on this subject. It says:

"The manufacturer in Illinois doesn't pay an average wage of \$1,500 a year, while the Georgia manufacturer is paying out less than \$700, because of any greater kindness of heart. The worker in Illinois, with the machines which back him adds \$4,100 a year to the value of the world's goods; the Georgia worker and his machine \$1,800. Study the records of hundreds of American industries year after year; one fact will invariably be found. When production per man goes up wages go up. When production does not, wages can not."

Just consider those last few lines. "When production per man goes up wages go up." Was there ever a time in the history of the world when production per man was greater than it is now, and yet wages are falling. There is, however, one interesting thing in that article and that is: That the worker in Illinois produces \$4,100 in value and the Georgia worker produces \$1,800, and each one of them get in return one-third of what they produce (of world's goods). Now the



WILLIAM BOLAND

Business Manager of Local No. 110, appointed by Governor Olson, as a member of the Minnesota State Board of Electricity, to succeed W. M. Hogan, whose term had expired.

Brother Boland is one of the "old timers." He joined the Brotherhood in 1904 and has been a member of Local No. 110 since 1919. He is one of the real union men of St. Paul; always having the interests of the Brotherhood at heart and taking an active interest in the affairs of organized labor. After having served as chairman of the local's executive board, he was elected business manager of Local No. 110 in 1924, which position he is still holding. Last year as a member of the local's legislative committee, he rendered the locals of the state a great service by watching legislative matters at the State Capitol at the time labor was trying to put over a new electrical law, for while efforts were not successful in securing the passage of law, labor was able to block the passage of a law that would have been a great detriment to the union electricians of Minnesota.

W. W., Minneapolis.

bone of contention is this other two-thirds. That has been the bone of contention as far back as we can go. When the first hairy tribesman felt stronger than the rest and ordered the weaker ones to go out and get a bear and he would let them have the skin, down to the present time, it has always been the same. It was slopover then and it is slopover now. Think it over, boys, and try to change it.

T. McGURN.

L. U. NO. 98, PHILADELPHIA, PA.

Editor:

Our attention is called by a loyal member of Local 134, to a full page ad in the Chicago Daily News under date of August 18, paid for by the Philadelphia Bulletin, describing the improvements taking place in Philadelphia.

The picture is painted quite alluringly; a cut of mechanics hoisting and laying brick and stone on a new building; a subway train operating with mechanics work-

ing on equipment; \$140,000,000 being spent for subway construction; railroad improvements costing \$48,000,000; department stores, \$10,000,000; office buildings, \$10,000,000; bank buildings, \$6,500,000, and so on and so on—a wonderful picture, a progressive city, plenty of work, in fact those mechanics and others reading this ad and visualizing the enormous expenditures of money very naturally see the remedy for their ailment—unemployment—little thinking, perhaps, that this ad is inserted to bring advertising to The Bulletin, but at the same time, the ulterior motive is to flood the city with surplus labor.

In answer to this vicious page, kindly allow us to show you the other side of the picture in an endeavor to dissuade you from packing the wife and kiddies in a car of whatever vintage, or hitch-hiking, or borrowing car fare, or what have you, in order to reach this city of brotherly love and contractor rule.

In the first place, please remember that one political party has been in control in this city for 50 years, with the result that the successful contractor is also a successful politician, or if you care to you may reverse this statement.

The majority of the improvements mentioned are city projects and we have the Vare Construction Company of the notorious Senator Vare fame; Keystone State Construction Company, Charlie Hall and Biles controlled; Dravo Construction Company of Pittsburgh, Secretary Mellon controlled; Golder Construction Company, Congressman Golder controlled; and so on and so on.

We believe that the majority of the people of the country are familiar with the refutations of our Secretary of the Treasury Mellon and his attitude toward labor (and bear in mind this does not apply to organized labor only) in his payment of wages and his niggardliness in working conditions; so when you are told that the other companies named are just as cheap, slave-driving, blood-sucking, rotten, political machines as the one of which he is chief, you have a fair picture of conditions existing in Philadelphia.

Wages paid by these companies, you can see by the following, are little short of slavery:

Laborers, 25 cents per hour; carpenters, 40 to 50 cents per hour; electricians, 40 to 60 cents per hour; and in like proportion to other mechanics; no extra pay for overtime; and the pity of it is they are getting men at these wages, as I heard one of the electricians on the subway say he was getting "\$1.00 for two hours."

A great majority of this labor is recruited in the South and imported here, and at 50 cents an hour I suppose they feel well paid in comparison to what they can get in their native woods.

Those of you who are contemplating coming to Philadelphia please be informed that the home for the homeless (18,000 beds), has been discontinued; soup kitchens have been abolished because the small fry politicians grafted all the money collected to buy stock for the soup; the rich have stopped paying to the welfare societies, and the poor cannot pay; Mayor Mackey's committee to raise funds for the unemployed turned in only 10 per cent of what was collected; the state pen is being built with convict labor, and when there is a shortage of this labor, a call is sent out for mechanics and this shortage is quickly filled with the assistance of the police force.

Local No. 98 is about 50 per cent employed; carpenters, bricklayers, plumbers, steamfitters, lathers, plasterers and other crafts are not any better employed; so that

if there is any mechanic anywhere who reads the ad mentioned in the first part of this story, and then reads the balance of this story, and still feels that he is an exception and can find employment in Philadelphia, he is bound to be disillusioned and we feel quite sure that he is opening up for himself a number of head and heart-aches, but he can at least say when he finds it to be true, "Well, I was warned, and I have only myself to blame."

THOS. A. LOFTUS,
Business Manager.

L. U. NO. 106, JAMESTOWN, N. Y.

Editor:

The officers of this local for the coming two years are: A. E. Webeck, president; E. B. Brugge, vice president; F. J. Kruger, financial secretary; S. C. Keller, recording secretary; Walter Crosby, treasurer; W. R. McLean, E. B. Brugge, Marvin Alstrom, H. H. Phillips, A. H. Boardman, F. J. Kruger and Walter Crosby, executive board.

My article on our visit to Local No. 593, of Dunkirk, must have tread on the toes of one of our organizers, but as I was stating the sentiments of that local as they were given to the committee of Local No. 106, I see no reason why said organizer should censor me. Honest criticism shouldn't make anyone sore. Enough said!

Local No. 106 has finally adopted a plan to take care of the unemployed this coming winter. Each working member pays into this fund two and one-half cents on each \$1.12½ he earns. This is something that should have been done a year ago. By this time we would have had a fair sized fund. Will be able in some future article to the WORKER to state the progress we are making.

Vice President Arthur Bennett came in on request of Local No. 106 to help us straighten out the Chaut Motor Repair Corporation. Brother Bennett and our committee met with said company but after this conference it was left in the committee's hands and it is still there, but maybe by the time this is issued in the WORKER it will be adjusted satisfactorily. We hope so at any rate. The new Erie R. R. depot job finally got started. The Winston Brothers Company, of Minneapolis, has the general contract, but by using non-union carpenters right on the start we imagine it will be rat all the way through. A New York concern has a representative here now figuring on the electrical contract.

Brother Harry J. Loop is having trouble with his foot. He has consulted specialists and they tell him he must lose his leg. He certainly has our sympathy. Harry always has been an active member.

The writer wishes to thank B. M. ("Mike") Gordon and officers of Local No. 5, of Pittsburgh, Pa., for the courtesy shown his daughter when she demonstrated before that local recently.

W. R. M.

L. U. NO. 125, PORTLAND, OREG.

Editor:

By the time this reaches the eyes of the customers I shall be ready to leave on my annual pilgrimage to Panther Butte. Provided, of course, that the fire hazard is abated and other conditions (including transportation and necessary sustenance) are favorable. Contemplation of the prospective vacation brings to light the silver lining on recently risen, and probably impending, clouds of otherwise sombre hue. As the old dandy said, "It's an ill wind that blows nowhere." So, I find that, due to the recent wage cut, I can take two weeks off with less financial loss than heretofore. Now, if they put the operating forces on a five-day week,

as at present seems probable, I will be able to take two weeks off with less loss of time as well. There is nothing like figuring these things out to one's own advantage—is there, Mr. Editor? And if I can get two weeks away on the trails of Panther Butte, I'll surely do some figuring. And maybe I'll get a buck this year. This seems to be my lucky season.

Oregon State Federation of Labor convention takes place in a couple of weeks, and Local No. 125 is sending a full delegation. If anything of sufficient interest takes place, I will try to give you a report on it. Many weighty questions are up for discussion—some of them that have already claimed the interest of such men as Herbert Hoover and various commissions. We are not afraid to tackle anything out here. Maybe we'll do as much with them as some others have. We will turn in a report—or something!

Conditions are much the same here as at last writing—with prosperity still around the corner. Quite still, around the corner. Still, quite around the corner. But things will doubtless look brighter when I get back from the big hunt. In the expectation that such may be the case, and hoping you are the same, I am

DALE B. SIGLER.

L. U. NO. 136, BIRMINGHAM, ALA.

Editor:

I won't touch on the depression, as there has been so much said already along that line. Suffice it to say the membership has suffered terribly but the local, I think, has held its own, both in membership and conditions thus far. I think our Brothers are indeed worthy of extreme praise for, in spirit, they have weathered the "depression storm" most admirably. I think it is the best thing that ever happened to us toward teaching us the real meaning of Brotherhood and good fellowship. I think it has expunged a lot of selfish motives. Let us at least hope so. The boys have been amusing themselves with the old army game and some have profited to the extent of the necessities of life.

Our recent election held June 26, 1931, resulted in the following officers being elected for a term of two years: President, B. F. Reeves; vice president, R. F. Crook; financial secretary, W. R. Lee; recording secretary, A. I. Askew; treasurer, E. M. Robinson; executive board, C. L. Christy, C. L. Hancock, J. N. Skelton, A. I. Askew; business manager, J. A. Crook. A splendid bunch of officers (I'm sure you would agree if you only knew them personally) and a bully bunch of good fellows who, I am sure, are capable of handling the affairs of this local and who will make a creditable showing during the ensuing term. Luck to them.

Our new business manager, Brother J. A. Crook, is handling his job like a veteran. He seems very efficient and seems to be master of every situation that arises. Brother Crook, we want you to know that we are with you and are backing you up 100 per cent.

No doubt by now most of you have heard of the appointment of our local Brother, G. X. Barker, to the position of International Vice President of the fifth district to succeed the late Brother Wilson. We are very proud of this selection from our ranks and also proud that Brother Barker is convincing President Broach that his faith is well founded. Brother Barker, we are proud of you and for you and we wish you all the honor and glory and success that goes with your position. We sincerely hope and trust that you will conduct yourself and perform

your duty with honor to yourself and credit to the Brotherhood.

We wish for our Brother, A. W. Turner, who has been confined to the hospital for about six weeks with an unknown ailment, a very speedy and successful recovery.

This month's bull-e-tin: One of our local Brothers who had an addition to his family, when congratulated said: "Hard luck overtook me. While I was busy trying to keep the 'wolf' from the door, the 'stork' flew in the window."

JACK ASKEW.

L. U. NO. 151, SAN FRANCISCO, CALIF.

Editor:

There has been and is a great deal of talk about the five-day week, and either that or a shorter working week would be acceptable, if it would maintain the present wage scale or leave room to put more men and women to work. It takes the Pacific Gas and Electric Company here to show how to operate under the five-day week with less men than they had with the five and a half or six days.

Some time ago, when they started in the outside districts on the five-day week they were taking two days out per month at the number of days there were in the month. When they made the change in San Francisco July 1 the poor company was not getting enough, so they got busy and figured that it should be two days per month at \$7.31 per day for linemen and \$8.18 for cable splicers; the lower paid ones were reduced accordingly.

While there is plenty of overtime and Sunday work to do and is done, there is no extra pay for doing it. Have the gangs divided up so that part will start work Monday and work until Friday (inclusive); the others start Tuesday and work to and including all day Saturday with the gang whose turn it is to stand by subject to call for all hours, not included in the eight-hour day. That leaves from one to nine gangs on duty all of the time in San Francisco and is the same all over P. G. & E. territory, only less gangs to stand by.

With all of the large corporations laying off help far below the number of employees they always have had before it is putting a great many people on the street so they can pay dividends. The Pacific Telephone and Telegraph Company's gross receipts were less for the first six months of this year. Their net earnings were several thousand dollars greater than the same period in 1930.

About the only ones who have not had their pay and working conditions changed in this locality are the ones who are organized in a bona fide labor organization. I suppose Mr. Gifford, of A. T. and T. fame, whose outfit has put more men and women out of work in the past two years will soon have every one eating regularly and a good, comfortable bed to sleep in as that company and its subsidiaries have always been known for their interest in people whom they have thrown out of work at times like these, when there is nothing else for them, that is, the people laid off, as the wages received would never let them become millionaires.

C. D. MULL.

L. U. NO. 193, SPRINGFIELD, ILL.

Editor:

As we called your attention to the greatest state fair in the U. S., well, it is going on in full blast. The weather is beautiful, and the thousands of people are taking in all the sights. We, as a local, are very proud of hav-

ing had part in making this fair one of the best, not just because we were employed on the job as electrical workers, but the fact that all of the electrical work was installed by union electricians, lighting, power and sound. No matter where you are there are one or more loud speakers or amplifiers located and you can hear every thing that is going on at the grand stand where the entertainments take place.

As yet we have been unable to get an agreement with our contractors, just because we were somewhat slow in presenting the agreement. The fair coming on was one of the main reasons that it has been delayed.

We told you in our July letter that the general assembly had passed the prevailing wage rate bill. Well, the director of public work and buildings has taken the attitude that he is the whole bill, and has had published a rate of wages that he claims is the prevailing rate for 35 counties and he has grouped them at wages that will astound you. In five of the most thickly populated counties he has granted the union rate. The law states that the prevailing wage rate is to be paid in the district where the work is done, and where similar labor is performed.

As soon as the wage scale was published the director was flooded with protests from the counties that he had listed, so there had to be an appeal board appointed by the governor of the state, which the law provides for, and how the members of this board are to be selected, but the director paid no attention to the law and recommended two names of men that he wanted on the board and the governor appointed them, and that is when the lid blew off. The road builders and general building contractors and the labor leaders objected to the appointments as made, but of no avail.

On August 19 the board met for the first time and all the interested parties were on hand. The first thing the board tried to find out was how the director came to the conclusion that the wage rate he had published was the prevailing rate. He stated that he had inquired of the 120 odd contractors who had done or are now doing work for the state of Illinois and by comparison of the different rates being paid he came to the conclusion that the rate as published was the prevailing rate. It is not even a living wage. He did not ask any of the contractors who employed union labor what rate they were paying. These contractors paid the union scale before the law was in force and they are willing to keep on paying the rate, just as the law states. Any craft employed on road building is to receive the same rate, as the man of the same craft would should he be working on a building or on any other job.

From reading articles in papers, etc., it has been stated that the President of these United States, Secretary of Labor, and Secretary of the Treasury, have stated that the prevailing rate is the highest wage paid. The supreme courts of the states of California and Kansas have decided that the prevailing rate is the union rate.

I believe that Brother Broach's comment on "Men" hit the nail on the head. Read it in the August WORKER. Some men think themselves more powerful than the law, and try every conceivable way to flagrantly violate the meaning and intent of purpose.

They are trying to place the delay in road building on labor, as this appeal board hearing is taking up a lot of time, and awards cannot be made. President Soderstrum and Secretary Olander, of the Illinois Federation of Labor, told them in a very pleasing way who was to blame for the delay in road work. They stated that the director of public work and buildings was the main cause of the stoppage of work

as he has disregarded the law in selecting the appeal board, and in compiling his figures as to the prevailing wage rate, and publishing them before he had a good understanding of the law and its meaning. If this had been done they could have saved a lot of time and trouble for themselves and others.

The board adjourned until August 28, 1931. When the finish will be no one can tell, but it looks very much as though the courts will have to decide the meaning of the law. The attorney general of the state has given his opinion on the workings and meaning of the law but so far it is of no avail.

We shall watch with interest the outcome of this wage rate controversy, and also keep in mind who are the ones at fault in holding up the building of hard roads, when so many men are idle and willing to work, but not for starvation wages.

HERMAN R. ARMBRUSTER.

L. U. NO. 212, CINCINNATI, OHIO

Editor:

Characters of every type and description, who, until recently, were enjoying the comforts of good old park benches, are now obliged to line up along Fifth Street where from 7:30 a. m. to 4 p. m. they amuse themselves watching the face-lifting process now being applied to our esplanade, or what is more prominently known as Fountain Square. It was in this gathering the other day that I once again met up with Jack, who was quite a pal of mine in former years. In a previous WORKER some three years or so ago, I referred to Jack in detail and only refer to him again at this time to bring out what wonderful constitutions some of these apparent human wrecks must possess. Up until the time he started down grade he carried himself as decently as the average respectable citizen. For the past 20 years, however, he has been a menace both to himself and the public in general, brought about possibly through being a victim of circumstances. Constant drink and street begging throw him in contact with the police at almost regular intervals. About two years ago I asked him frankly just how much longer he really expected to live at the rate he had been going. Well, he just smiled when he answered, "Give me another year and I'll be satisfied." I noticed today that in general appearance he looked about the same, with his usual two-thirds unbalanced cargo. Being at present a victim of "Jake," he navigates very slowly with the aid of two canes. I gave him credit for living out the year he had asked for and another one on top of it, and still going reasonably strong. As usual the interview set me back four bits.

To those who hold dear to their hearts memories of happenings woven around this old Esplanade, the uplifting or remodeling process will be viewed, temporarily at least, with regrets. I can recall distinctly when, as a kid, I, together with thousands of others, stood for hours in zero weather on the old square and gazed in amazement at the reproduction of Jack the Giant Killer, put on by amateur talent in the Mabley and Carew's second floor show window. This and other thrillers of Grimms' fairy tales were looked forward to by many kids as their annual Christmas holiday fest. In those acts dad, for many years, carried on the part of old Saint Nick. I wonder just how this remodeling process would affect him were he here today to see it.

How many of you fellows reading this used the old park benches to wait out the

last five minutes before your night owl was due? Those were the days before the auto or taxi (as far as you were concerned), and you fell asleep on the bench only to suddenly come to in time to see Mr. Night Owl plugging away about two squares ahead of you, and 50 minutes staring you in the face until the next one was due. But those were the good old days, and who cares a rap for a couple of night owls, so back to Hoffman's, Weber's or to our old friend Jake Krollman's, where you trade in two bits for pennies, then pray for straight flushes as the wheels merrily spin on the old slot machines.

But as all good things are brought to an end, so were those. We now sleep it off in a stuffy rear kitchen on the third floor of some tenement house, known as Doc's, Dick's or Joe's, strictly modern home brew emporium. Of course it is necessary that you sleep with one eye on the door, for any moment the law may appear and take possession. Following this you enter into your daily labors with your stomach craving Abbott's aromatic bitters and your head crying out loud for aspirin for the next three or four days to come.

We agree it is well to reconstruct the Esplanade as there is nothing left that seems to just fit in with it.

We are now being paid \$11.20 per day and working a five-day week. About the time referred to above it took an exceptionally good mechanic working as a foreman to receive \$19.50 for a 48-hour week; but at that I really believe there was more satisfaction and real pleasure connected with our mere existence than there is today. But, as the N. B. C. tells us, it is simply the march of time.

THE COPYIST.

L. U. NO. 213, VANCOUVER, B. C., CANADA

Editor:

Local No. 213's election of officers is over again and the five main officers returned, as follows: President, Brother J. McDougall; vice president, Brother F. Fagen; business manager and financial secretary, Brother E. H. Morrison; treasurer, Brother Hill; recording secretary, Brother Pallen; three to the executive board, Brothers Morresette, Shannon and Macey; examining board, three elected, Brothers Hillman, La Barge and Fraser.

Election night was a full house. I saw faces in the crowd that said "Hello" and "good-bye" until next election time.

Work here is very poor and the outlook for this winter looks very bad and nothing in building construction in sight. We have only one large job, on the C. N. R. Hotel, and they are working a very small crew and they seem to be in no hurry for the hotel, which is a government job and will probably drag along for another three years.

The Vancouver fair, which takes place in August, has been quite a relief for the inside men. Though for only a few weeks, it has reduced the unemployment list. On the fair grounds they built four large concrete buildings. When this is over there will be a large number on the street again.

So any of you boys on the prairie had better think twice before coming here for work.

I have received several letters from Brothers on the prairie and the east wanting advice as to the situation here, and I am pleased that they took my advice and stayed where they were.

We had another fatal accident when Brother Robinson, an operator in a B. C. electric sub-station here, pulled a loaded disconnect on a 2,300-volt circuit. The

Brother passed away in the hospital. He lived for 20 hours. The Brother was an operator in one of the old stations, where there are two 2,300-volt switches located close together with the six disconnects directly above. He had one of the circuits cleared so the maintenance crew could examine the switch and change oil. These disconnects are within easy reach from the floor with a short stick, so the poor fellow just reached up and pulled the wrong blade. The arc that took place was terrible.

The B. C. Electric Railway is changing these old stations gradually to automatic.

Next month (September) the A. F. of L. convention takes place here, and we are looking forward to having the pleasure of having Brother Broach with us for a short time.

A. C. MACKEY.

L. U. NO. 226, TOPEKA, KANS.

Editor:

One might be led to think that Brother Broach didn't care much for most of the rank and file members of the unions, but most of us have seen just the sort of members he refers to and have probably been that sort ourselves. He will probably never live to make all the members perfect, but he may wake some of them up.

Like all other progressive cities, Topeka has had large and interesting rag-chewings over the local tax situation. Because we have a union man for mayor, organized labor has been more than ordinarily interested. Just how the tax chiseling gang expect cities to care for the unemployed this winter on reduced budgets is beyond me, but many so-called business men were out to cut taxes at any cost and the local Chamber of Commerce took the lead.

The cry was cut wages of men and salaries of teachers. The C. of C. committee laid off from that because, as they said, the labor group would fight them if they tried it. The fact that the wage and salary slashing idea fell through is to the credit of the union men who fought valiantly to prevent any such catastrophe. And they say union men are all selfish.

Our local is trying to get more of the maintenance work and is endeavoring to get up a wage schedule for that sort of work. Any one have any suggestions?

Another thing that I presume is bothering Brothers in other localities, as well as here, is the tendency of people to do their own construction work on small jobs. This is probably caused by the shortage of personal funds. Possibly when the prosperity they have been telling us about does arrive they will again call licensed men.

All sorts of remedies to cure the depression are in the air, but no remedy that does not prevent three or four hundred individuals from dragging down 90 per cent of the income of the country will be of any avail. Instead of cutting wages we had better find a way to cut their profits, once for all. And now Andrew Mellon is crying because these few pay the largest part of the income taxes. Why shouldn't they when they receive the largest part of the income?

Taxes on incomes of \$100,000 or over must be greatly increased. It's organized society that makes these incomes possible and not the trusts which corner the business resulting from organized society.

One thing that many union men are unable to understand is that when the governor of the state of Kansas is trying to force the Doherty interests to lower the price of gas which should belong to the state anyway, why should the officers of the State Federation take the side of the gas company?

I said it puzzles a lot of union men, but not all of them. Some of us are able to see the connection clearly.

J. R. WOODHULL.

L. C. NO. 230, VICTORIA, B. C., CANADA

Editor:

According to cynical writers on the mainland we dwellers on this Island are supposed to be buried in perpetual slumber, but believe me, even if at one time we fancied we could live peaceful lives "far from the maddening crowd's ignoble strife," we have been rudely awakened by the urgent appeals for aid from those over whom that deadly blight, the shadow of unemployment, has been cast. Local No. 230, through our energetic business manager, Brother Reid, and the executive board, is doing everything possible to keep members in good standing, but we have quite a number walking the streets.

Early this spring the B. C. Electric Company started a series of first aid classes for their employees, conducted by a competent medical man, and at the completion of the lectures examinations were held. These classes were well attended by the members of Local No. 230 and the training was practical, covering the handling of all kinds of injuries, especially those applying to electrical workers. Brothers C. B. Baxter, H. Dixon, H. Duncan, J. M. Elliott, L. F. Fatt and D. McKenzie were successful in making the maximum marks and none of the Brothers failed to pass. A flash light picture was taken of the entire group and revealed what looked like a bunch of startled amateur burglars caught in the act, all except Brother Joe Ball who was apparently fast asleep.

The soft ball games are about over. Brother Casey so coached, entreated, cajoled, bullied and tongue lashed his team, known as "The Gray Ghostly Gallopers," that they came within an ace of topping the league and finished a good second.

Brother James Brown has just succumbed to the call of the itchy feet and is starting out on a tour that will cover 7,000 miles before he gets back. If he should happen to run across any of our Brothers in his wanderings give him the glad hand for he is a genuine and consistent member of the union.

SHAPPIE.

L. U. NO. 245, TOLEDO, OHIO

Editor:

After reading this month's (August) JOURNAL, which is a masterpiece, I believe that the old pep is gone and the majority of the press secretaries feel or have felt as I have. Why pick an old sore? I see my mistake and I hope that it is not too late. I have stayed out of the JOURNAL for reasons. I thought that the depression is here and nothing that would appear in this paper would help it so instead of encouraging the members I have made the mistake of not speaking my mind in these columns and I notice other press agents are doing the same thing. Now, if never before, is the time to write the true conditions and if possible the solution to same.

All you boys who read the papers know that Toledo has no bank but one. A town with 300,000 people with one bank! Think of it. Why? Is it inefficiency or poor management or poor judgment? Well, it is a little of all three. Two years ago real estate and stocks and bonds were up to the peak. The bankers were legalized to make loans up to 60 per cent of the grand worth of the stock at market prices and loan money on

real estate up to and over the same amount. Today stocks that were loaned on are worth one-sixth of the value of two years ago and real estate that was mortgaged up to \$5,000 has no sale at half the amount of the mortgage and cannot be rented at any price. Results, the five leading banks of Toledo failed and have closed their doors and are under state control. And their solution is a plea to the depositors to turn over to them 50 cents on the dollar so that they can make the best of their poor investment. They know that they will get 50 per cent or more anyway but that will make it legal. And who suffered the greatest loss? Now think a little and you will know that it wasn't the rich. Indeed not. They aren't fishing for big fish. They know that if they were involved that there would be an uproar so they were secretly told to transfer their funds to the Toledo trust or the First National Bank prior to the closing. So big business wasn't hurt but the small depositors were the goat as usual.

And that isn't the only place where the small depositors are affected. Three years ago the bank of prosperity was closed to the worker. The directors (Big Business) were also responsible for that failure. And you workers who were depositors are not called upon to sacrifice 50 per cent but 100 per cent. And what's being done about it? During our negotiation of a wage adjustment three years ago we were told that due to the present business conditions that it would be impossible to grant an increase at this time. And good patriots that we mean and aim to be, we agreed to hold our present conditions, that is the working conditions that were in force at that time—44 hours a week, 92½ cents per hour. That agreement between company and local officials was not infringed upon until one year ago. Without warning we were sent home during a rain. Still believing that it was only due to the depression, very few kicks were uttered, for we wanted to stick by our side of the gentlemen's agreement. Results: No protests. Then six months ago several men were cut from linemen back to groundmen and several laid off. The fact that the law of seniority was upheld in laying off these men and those linemen who were among them were not members of L. U. No. 245 we thought was a good thing and didn't feel bad; maybe thought that we had no place for non-members and in a jeering way rejoiced. Results: No protests.

Later some members were reduced in rank; linemen were made groundmen. No protests, for that a time during a meeting sponsored by the Community Chest, we were impressed with a plea of acknowledging how lucky we were compared with the thousands of unfortunates who were not working and were in want, for practically all of the Overland plants and other piece working corporations, including contractors, were shut down, throwing thousands upon the mercy of the city for food and other commodities of life.

Even soup was given out by one contractor to thousands of tramps and bums attracted here by the soup kitchens of the ambitious non-union contractors. Too, the already bad situation looked worse than it was. By doing this the good samaritan was elected county commissioner and looks like he is going to be our mayor this fall. The primaries give him a big majority over our present mayor. And those votes came largely from the thousands that have been out of work and depending on our city for a living. That's a sample of how the average working man thinks. Anyway we were taken for a ride on the Community Chest and then more men laid off and still no protest.

After we had even quit talking about losing rainy weather we were sent home one day

each pay, then, later, one day each week, and no protest; and then two days and no protests. Ain't the workers as a whole a bunch of dummies? If I have left a message with any of you men, go to it.

Your meetings and protest against the present system should be held before you, too, find yourselves in a position where your wages are cut, not by hourly rate but by days off. You have the right to exercise your voice. Although the men in Toledo won't do it. They even let banks close without a single meeting in protest, so even if there isn't help for us here in Toledo until some miracle opens their eyes, don't copy us but progress in opposite ways, for there is no hope for us here. We are too blind.

And we are being led by a central labor body that is pushing us over the rocks fast instead of showing us the right road to progress.

And now, Brothers, if I have left a message with any of you in this great world of ours, then I will be well repaid for the time spent at this obsolete writing machine called a typewriter. If not, then don't some time later say through these columns that you haven't been warned.

We still are lucky, those of us who are holding on, and are getting a few days a week, but a little activity in time would make your chance of duplication further away, and here's hoping for a speedy return to prosperity.

DUKESHIRE.

L. U. NO. 292, MINNEAPOLIS, MINN.

Editor:

Sunday, July 26, Local No. 292 became a human benefactor by sponsoring one of the most enjoyable picnics of the season at Tonka Bay, in a beautiful grove by the water of beautiful Lake Minnetonka, of which Tonka Bay is an arm, located about 25 or 30 miles west of Minneapolis.

The day was quite hot, though not oppressively so out there on the lake shore where a very enjoyable time was spent by all those who attended. No small amount of the credit for which is due to the efforts of the picnic committee, who did everything within their power to make the affair a success and to see that everyone spent an enjoyable time.

Our worthy vice president, John Edmond, was chairman of the committee and the rest of the members were William Nessler, Fred Schultz, Ernest Schultz, Frank Collier, Charles Dittbenner, Ed. Ackerman, William Schumacher and William Auger, all of L. U. No. 292. In addition to these, the women's auxiliary was represented on the committee by Mrs. V. L. Briggs, Mrs. F. J. Lang, Mrs. O. F. Tischer, Mrs. Oscar Thue and Mrs. William Nessler, whose loyal co-operation

and ability as hostesses materially contributed to the success and enjoyment of the day.

The affair began at 10 a. m. and lasted all day, the last of the crowd leaving at about 8:30 p. m. The sports were as follows:

Girls' running race, six to nine years, won by Mary Ellen McDonald, prize \$1.00. Boys' running race, six to nine years, won by Chester Nezwick, prize \$1.00. Shoe scramble race, children 15 and under, won by Dorothy Thue, prize \$1.00. Sack race, boys 15 and under, won by Donald Thue, prize \$1.00. Penny hunt, children six and under, prize the pennies. (There were to have been swimming races, but they failed to come off.) Women's ball game. Three-legged race for men, won by Gene Baldwin and H. Svobodny, prize \$1.00. Women's ball throwing contest, won by Mrs. Claude Skeldon, prize \$1.00. Men's egg passing contest, won by Gene Baldwin and H. Svobodny, prize \$1.00. Women's shoe kicking contest, won by Mrs. Helen Nelson, prize \$1.00. Men's ball game. Rooster chasing contest for women, won by Mrs. John Edmond and Mrs. Norman Juneau; prize, the roosters.

At about 12:30, the tables were spread with the good things that the picnickers had brought with them to eat and a bounteous picnic luncheon was partaken of; the committee serving free coffee, cream and sugar. A repetition of this function took place at about 6 p. m., after the sports were over.

The accompanying picture shows a large portion of the picnic crowd. It was taken on the grounds during the afternoon. This is not all of the crowd as quite a number were pursuing other diversions, such as playing horseshoes, boating or bathing at the time the picture was taken and, consequently, failed to get into the picture.

A general good time was enjoyed by everybody. The sports afforded lots of amusement, as was attested by the fact that the grounds rang with laughter and merriment continually. The two ball games, which, by the way, were both umpired by the chairman of the executive board, Brother Al. Urtubees, were played solely for the love of the sport, as there were no prizes in connection therewith. Undoubtedly the relaxation and pleasure enjoyed at the picnic will prove beneficial to the physical and mental health of all those who attended.

W. WAPLES.

L. U. NO. 317, HUNTINGTON, W. VA.

Editor:

I have just been reappointed press secretary of L. U. No. 317 and will now endeavor to tell the Brothers something of what is going on here. At our recent elec-

tion of officers, all of the old officers were retained with the exception of the president. Brother H. E. Keeney is now our esteemed president, with Brother H. F. Edwards as vice president. Brother J. A. Booth was retained as recording secretary and also as business manager, while Brother Clarence Kennedy and Brother I. H. Totten were respectively re-elected financial secretary and treasurer. These officers, with the addition of our former president, C. W. Spracker, and Brother F. B. Dement comprise our executive board. Under the two-year law in regards to officers, these were the only Brothers eligible to hold offices.

August 26 I attended the convention of the West Virginia State Federation of Labor and at the election of officers all of the officers were re-elected. We had the pleasure of hearing an excellent outline of the program by Brother E. F. McGrady, representative of the American Federation of Labor. He gave us quite a few statistics that were appreciated and enlightening.

In regards to our new veterans' hospital for which the excavation is now underway, I wish to advise the Brothers that almost all of our own membership are on the waiting list and the half dozen that are working are averaging only about half time, so I do not believe that it will be worth while for any of the outside Brothers to come here looking for that very elusive thing, Work.

We hope that we will be able to use most of our waiting list, but it appears that some of us will still be waiting.

R. A. PETIT.

L. U. NO. 413, SANTA BARBARA, CALIF.

Editor:

After thinking things over these last 30 days, it appears to me that the members of Local No. 413 can be justly proud of their position as a part of the rapidly improving I. B. of E. W. Local 413 has been functioning so creditably that it should be apparent that what has been written concerning the qualifications of President Brockman, likewise applies to our many other functionaries, some of whom have a sufficient number of titles that at times almost reach beyond one's recollection. Foremost of this group is Brother M. S. Cusack, known as our business manager; president of the Building Trades Council, member California State Building Trades executive board; member industrial relations committee, and president Union Labor Benefit League. Brother Cusack, through his whole-souled desire to serve the working class, has been able to fill these offices with an astonishing degree of



MEMBERS OF LOCAL UNION NO. 292, MINNEAPOLIS, ON HOLIDAY FROLIC.

success. Truly a most valuable officer who has aided in a big way to maintain this jurisdiction's progressive activities.

Brothers Penrose and Newman fill the positions of secretaries and executive board members with due satisfaction. Then we have F. S. Cook as vice president; William E. Cruse, our capable treasurer; E. Winstrum, heading the sick committee, the members of which committee, by the way, make it a "wow." Then our board of trustees, consisting of Brothers Bryce, Wilson and Murphy, who are all aware of their duty and lay it on the line in a most satisfactory manner at the beginning of each quarter. After looking over this list of officers and how they perform, it is no mystery to me that conditions here have been maintained. It would be unfair to here overlook the performance of our Delegates Cook and Bertram to the Building Trades Council, and that of Delegates Hill, Restos and Saulsbury to the Central Council. These delegates all do their stuff even beyond one's rightful expectations, which makes it all the easier to be proud of our local and its purpose.

Observing the quiz in a recent issue of the JOURNAL as to how many read the issues, and their comment, I'm going to ask for a straw vote soon on the question and will report same in due time. Also, is the editor open to two suggestions relative to our standing cards, and our directory? If so, I'll try my hand.

"HULSH."

Editor's Note: Let's see it.

L. U. NO. 508, SAVANNAH, GA.

Editor:

It has been some time since Local No. 508 has had any news in the WORKER. There is much interest in the WORKER among the members of our local. The articles are always interesting and wherever two or three of the boys get together you are sure to hear something in the WORKER being discussed—President Broach's comments more than anything else. These cryptic remarks of his have a way of striking home and impressing forcibly upon the membership the ideas and ideals that our organization stands for. We believe that this interest in what is written in the JOURNAL is a healthy sign, it shows that our members are anxious to know as much as possible about the problems confronting the labor movement and our Brotherhood particularly.

Conditions in Savannah are only a reflection of the general condition throughout the country; work is scarce and the men who are working are only making part time. The outlook for the coming winter is anything but promising. This may seem pes-

simistic, nevertheless it is a fact, and facts must be faced—faced honestly and courageously. Now is the time when plans must be made to assist those who are going to be destitute this winter. Be it said to the credit of the rank and file of our local that so far the morale has stood up under the trying times that we have gone through and in place of having a "brain storm," the members, individually and as an organization, have settled down to a policy of "watchful waiting" until things get better.

Our local is now negotiating a new contract. International Vice President Barker is in charge of negotiations. At the present time he is in Florida, but is expected back in a few days. We have found Vice President Barker to be a most able official; he has made many friends in Savannah, and we predict for him a successful administration. Our district is indeed fortunate to have him as our immediate executive officer.

Our new officers were installed last month. They are as follows: C. J. See, president; C. S. Wescott, vice president; J. T. Hill, financial secretary; S. A. Sullivan, recording secretary; executive board, C. J. See, J. T. Hill, T. S. Hardy and H. K. Peterson; A. W. Thiot, press secretary.

A. W. THIOT.

L. U. NO. 528, MILWAUKEE, WIS.

Editor:

Local No. 528 held an election of officers with but few changes in the new roster. Brother W. Lemke was re-elected president; Brother Eugene F. Colber, vice president; Brother Ollie May, financial secretary, Brother J. Mueller, recording secretary, and Brother James Hagerman, treasurer. The executive board consists of five members, namely: Brothers W. Lemke, Ollie May, John Mueller, Eugene F. Colber and Walter Andersen. This new board got busy and changed the meeting night from the second Monday to the first Tuesday of each month. The place of meeting remains as formerly, Room 305, Brisbane Hall, corner Sixth and Juneau Ave.

Employment on the Milwaukee Road, especially at the main point, is very unbalanced. The main repair shops at Milwaukee shut down completely from June 18 to July 13, with the passenger department still remaining idle, and rumorically speaking, may remain so indefinitely. A very bad situation for our boys, inasmuch as approximately 50 per cent of the local's membership is employed on passenger equipment, incidentally affiliating themselves with the already increased army of unemployed. However, to some it afforded opportunities of various natures. Brother Lemke, for instance, owns a beautiful little home in St.

Francis, Wis., that remains a tribute to the locality, and accomplished same during this period by his masterly art of interior decorating and outside painting skill. Brother Ollie May and family, as usual, confine themselves to traveling on the Milwaukee Road. At present they are visiting with relatives and friends at Spokane, Wash. A trip to Vancouver, British Columbia, is also on their schedule.

Brother Edw. Schmechel adores firearms. Therefore took up a temporary position as attendant at a filling station.

Brother Carl Wetzel builds magnificent homes in Brookfield, Wis., as a side line, where he also resides on his pedigreed chicken farm. Brother Hagerman is visiting with friends in Canada.

The mustache of Brother Hetzel is getting somewhat tinged with silver. As chairman of the shop committee the times are trying, and may cause most anything to grow and happen.

The body of Brother Clarence Malloy has taken on considerable weight. He looks like a "million dollar baby."

General Chairman Brother Hartzheim is still doing organizing work in the Rockies among the powerhouse operators, linemen and signalmen. From latest reports he managed to receive 16 applications for membership in the I. B. E. W.

J. MUELLER.

L. U. NO. 568, MONTREAL, QUE., CANADA

Editor:

Elections have come and gone. The new officers are installed in their respective positions, and we're all set for another two years. A most pleasing feature of the elections was the lively interest taken by the members, which is as it should be. The balloting showed but few changes. We have a new president in A. Remilliard, who is certainly full of pep, and it looks as if the job is in capable hands. Five of the retiring executive board were re-elected. The new members added to the board are Brothers Landriault and E. McKernan. Both are keen workers and strong union men. Our popular "gerant d'affaires," O. Boyer, was elected again for another term. What a cheer went up when Brother J. Broderick announced the returns! Let me say this, that some of the boys don't say much but they certainly know how to vote. Oscar works with untiring energy, a regular glut-ton for work, and has the confidence of Local No. 568. Good luck to him.

Things are not so good with the boys in this city. The struggle is on with a vengeance, work practically at a standstill, and the lucky ones are on short time. But I



FAMILY GATHERINGS ACCENT THE SOCIAL CHARACTER OF THE LOCAL UNION.

must say the boys are most courageous; they keep a stiff upper lip in spite of it all, and it makes one proud to fight by their side.

The Builders' Exchange here is blamed with cutting the wages of the bricklayers and carpenters, which they have accepted under protest. Negotiations are under way with the Dominion government to intervene. This crime against humanity must stop. Even Montagu Norman, governor of the Bank of England, said that "to reduce wages at the present time would be economic suicide" and he's no lover of the working classes. This depression is the result of absolute mismanagement of the controllers of industry, and I sincerely hope that they will pull themselves together and find a way out.

But through it all we get a smile once in a while. I asked a Brother how things were the other day. He said not so good, but the roses in my garden are coming on fine. There's always a bright side. See you subseq—see you next month.

Last month's meetings were a bit disorderly, with far too much needless arguing to be useful. We must get together a bit more if we are to get business done. A little bit more harmony please; cut out the dickering, as it leads us nowhere. Another thing, the attendance at meetings could be a whole lot better. What's the matter, boys? Last Monday "soir" the attendance was 56, yet on election night it was 130. There is absolutely no reason at all why we should not have 100 at each meeting. We are negotiating to do away with the 50c assessment for non-attendance each month, because we do not want to use this as a means to force members to meetings. We want you to take an interest voluntarily. So roll up, boys, and hear what's going on.

I'm not going to talk about the depression this time. We hear enough about that. Most of the boys have looked around every corner possible, chasing elusive prosperity. Some of the boys are doing other jobs to keep the wolf from the door. Our financial secretary, Louis Richard, is collecting dues for an insurance company, and I'm sure, with his smiling face, it must be a pleasure for the people to pay. Emile Landriault is doing his salesman stuff, and I know it must be hard to resist signing on the dotted line when he's finished talking to them. Jim Dwyer is assistant trainer to the Maroons lacrosse team; so, as the old saying goes, half a loaf is better than loafing.

We have a new workmen's compensation act that comes into force on September 1, 1931, which, on the whole, is quite favorable to us. Also the federal government is imposing a tax on magazines entering Canada, but, on inquiries, find that it does not affect this JOURNAL.

Glad to see our old President Valliere at the meetings, grinding us along in the same old style, with his able talk. H. M. Nevison, of Local 492, can consider himself forgiven for his good write-up about our boys in the August number, and next year, if he can raise a ball team, Local 568 will give him something else to write about.

GEORGE HILL.

L. U. NO. 586, OTTAWA, ONT., CANADA

Editor:

Although you haven't heard from us for some time, we would like to let you know that the local in the capital of Canada is still alive and kicking. The boys are going strong, especially on debate, and we have some very warm evenings, internally and externally.

We have been very fortunate during this depression, and things look rather promising, although not quite 100 per cent.

We appreciate very much Mr. Moriarity's article in the June issue of the JOURNAL and we think, if it were possible to publish an article dealing with one or two of the simple elements of arithmetic, from time to time, would benefit the members of the I. B. E. W. at large.

MELVIN E. CAMERON.

L. U. NO. 640, PHOENIX, ARIZ.

Editor:

The eleven-story Valley Bank building has taken several of our boys off the bricks, but there are still a few of us loafing. Some banks are going broke, while others are building bigger and better buildings. That is strange, isn't it?

The capitalists are not content with just hoarding the easy spenders' money. They are still trying to make the thrifty ones jar loose. What will be their next step if they succeed?

The government is going to issue several thousand army cots and blankets to the homeless and unemployed this winter, and then we get a little sore because we are going to help Germany!

Now really, isn't it comforting to know we will have the pleasure of starving on a nice little army cot instead of on the cold, wet ground? Besides, it will be good training in case of another war; because all soldiers should go through a lot of toughing up before they are real soldiers.

It is perfectly legal in this country to sell a commodity for \$10, which it would cost five cents to produce. There is no law

to keep "get rich quick" and "fly by night" promoters from taking our medium of exchange from us. These same greedy parasites find easy access to our nation's most vital channels of food and clothing supplies. There is nothing to stop them, but much to protect them.

We know what caused this panic, but what I would like to know is who is going to stop it? How many people will starve or become diseased for life from hunger and exposure before it is stopped?

LEROY R. POPE.

L. U. NO. 661, HUTCHINSON, KANS.

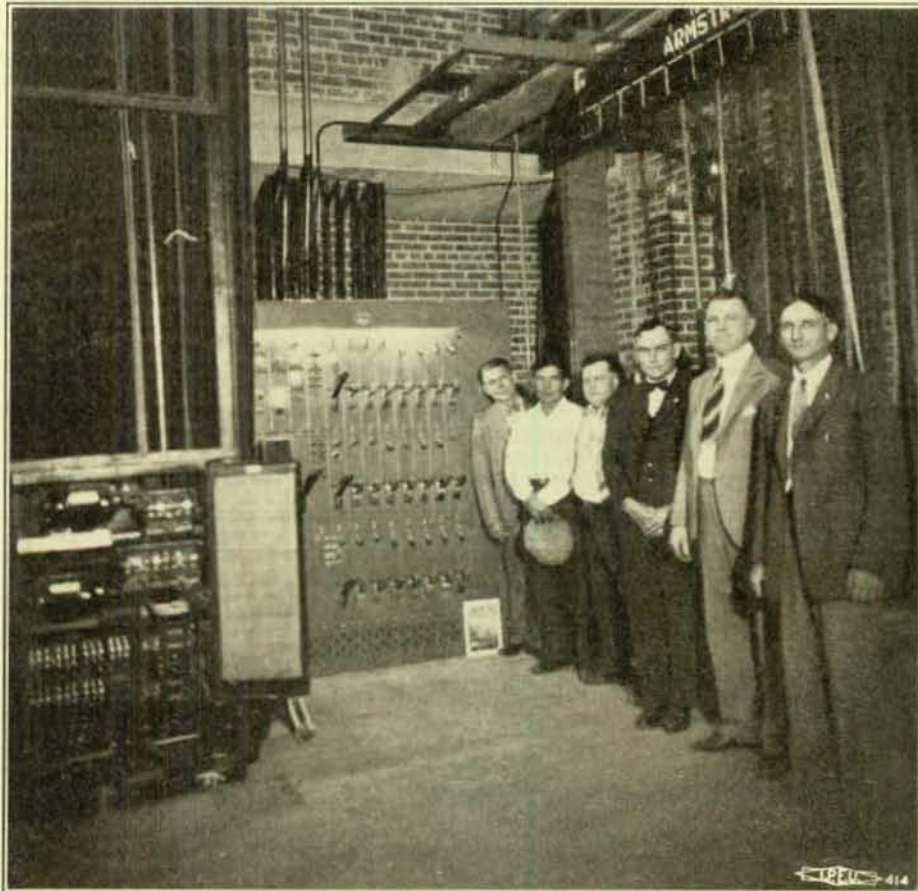
Editor:

The members of Local Union No. 661 were well pleased with the co-operation of our very competent and likable Editor. He just can't be equalled in giving us such nice space in the March number of the JOURNAL.

We are not doing much since the new Fox Theatre was brought to a finish under the very able supervision of Brother Ed. Porath, member of Local No. 6, San Francisco. Nearly all the members of our small local had the privilege of working on the job for Ed, and every one held him in high esteem and is grateful to Local No. 6 for turning out such good union Brothers. We are all better union men and better mechanics for having had the privilege of working with Ed.

The fixtures were very capably installed by a Brother from the Los Angeles local, but as he never showed himself at union meetings, I did not have the pleasure of meeting him and do not have his name.

The entire construction of the building was as near 100 per cent union as any we have had in these parts and the building



STAGE SWITCHBOARD, FOX THEATRE, HUTCHINSON, KAN.

Part of the gang that worked on the job. From left to right the Brothers are C. E. Kerns, recording secretary; Mike Snell, president; R. Hall, treasurer; Joe Conard, Ed Porath, foreman; E. A. Updegrove, financial secretary.

trades are very grateful to all who helped to make it that way. We feel that V. M. Wiley, president of the building company, and the management of the Fox Theatre interests deserves the most credit for the job 100 per cent union. The general contractor, Ed. Clickner, did his part to keep the job right. One of the largest neon signs was installed on the front of the building, by members of Local No. 661, and we understand the sign was as near union made as was possible to be done in Wichita where it was constructed. It being a flasher-type neon sign, the whole town is proud of it, and we think they have good reason to be.

The Grant Dollar Store let the electrical contract recently for a store being built in the heart of town, to the Ramsay-King Electric Company, which always employs union members of Local 661. According to the specifications of Mr. Grant, none but members of bona fide trade unions will be employed on the construction of the building. More power to them.

C. E. K.

L. U. NO. 700, GLOBE-MIAMI, ARIZ.

Editor:

At our last meeting, which was held on August 5, we had Brother F. W. McCabe, the International Representative from the southwestern district, from Phoenix, with us, and he insists that Local No. 700 had better get a write-up in the *ELECTRICAL WORKER* so the rest of the locals throughout the country will know we're still existing through the hard times. So he appointed me to do the writing. Now I was never much of a scribe, having spent most of my time skinning wires, but at present am spending most of my time looking for wire to skin.

Nearly all of the electrical work in this district depends largely upon the copper industry, but at present the copper industry is several points below par. Incidentally, this is making electrical jobs few and far between.

Approximately 60 per cent of our members have been thrown out of work and have drifted to the four winds. However, there are enough members left to get together once a month for a meeting and a good time. Just last evening, August 7, approximately 25 of us, including Brother McCabe, from Phoenix, and Brother Lynn, from Tucson, and a half dozen non-members (but prospects), got together and went out on the Superior Highway for a little outdoor lunch. We soon sighted a big sycamore tree out among great, huge granite boulders, which we decided would be just the place. We soon gathered around a big fire of mesquite and chaparral wood, and spread out a fine lunch, enough for everybody. And, by the way, our lunch consisted of good ol' rye bread and different kinds of cheese and sausages, and what we had to drink with the sandwiches was nobody's business. Well, anyway, we also enjoyed a few talks on organized labor and labor conditions throughout the country, and later broke up and went home, looking on the bright side of life, which after all I guess is the best policy, even during this depression.

GEORGE L. BACKUES.

L. U. NO. 722, CORTLAND, N. Y.

Editor:

The annual election of officers in this local, on June 30, resulted in the following list: President, Leon Gerard; vice president, John Young; financial secretary, Leon Witty; business agent, George Clancy; executive board, John Young, Leon Gerard, George Clancy. And in presenting the comedy I was elected press correspondent.

The agreement among the bricklayers, carpenters, and electricians was received very favorably in this local and now negotiations are under way which we hope will terminate in each local of these three major building trades appointing visiting committees to meet periodically to discuss and attempt to remedy any problems that arise within their jurisdictions.

Of late we have considered starting a system of self-education in the local as a body. It has been recommended by several members that the maintenance men in the shops be invited in the hopes that after a few meetings they can be induced to organize and in that way strengthen our position. The only way, we have decided, to displace the basketweavers is to know more than they.

Hoping this draws a remote spot in the JOURNAL. A. BRADSHAW.

L. U. NO. 912, CLEVELAND, OHIO

Editor:

As usual, ye scribe forgets his article for the *WORKER* until the last hour. Where are all these railroad locals that should be in print every month? Get busy, press secretaries, and let us know how this Hoover prosperity is affecting your railroad.

Our membership is experiencing plenty of shutdowns and furloughs but, nevertheless, we realize the necessity of hanging on to our cards at these vital times. However, we have a unique situation here. We have a gang of high tension linemen in our jurisdiction who are too bashful to carry a union card. Yea, I will join when the other fellows do but the boss might get mad. I always pictured a lineman as a two-fisted, he-man, proud of his craft and letting the cockeyed world know he carried a union card. They accept the conditions secured for them by organized labor but will not pay their share.

At our last regular meeting Brother Goggin was obligated as vice president and is now westward bound in his DeSoto Six. President Berg, being a devotee of Isaac Walton, has gone fishing. Treasurer Toll threw a ham sandwich and a clean shirt into his Ford and left for unknown parts.

We are enjoying a large attendance at our meetings in the new hall, despite the heat. That is the proper place to air your troubles and get prompt action from the grievance committee and General Chairman McCullough. BILL BLAKE.

L. U. NO. 1037, WINNIPEG, SASK., CANADA

Editor:

Where in heck President Broach gets up enough pep to write four pages every month, compared with my little one-third of a column, is beyond me.

Well, we got our new officers installed and everything working smooth again—too smooth, maybe. Last June the local decided to meet only once a month for at least the summer months. Usually the summer meetings are pretty slim, but this summer has had them all beat for lack of attendance. At our last meeting we came to the conclusion from making inquiries among the members that nobody knew when the local did meet now. Maybe that was just a new excuse for not attending like a lot of others we have heard in the past. So, commencing again in October, Local No. 1037 will resume its old habit of meeting twice a month. I hope every member of L. U. No. 1037 reads this because the second Monday in October will be our regular meeting for doing business and every member in the city should attend. The fourth Monday in October will go down in history as a red letter day inasmuch as it

will be the renewal of a twice a month meeting and that it will also be a night of some importance. Finnigan's ball will be a tame affair compared to that night—and that is all I am going to tell you. Come one, come all, and see for yourself. Eat, drink and be merry, that night, for the next day you may be out of work, unless Premier Bennett gets around that corner where prosperity has been hiding so long and chases it around.

Those politicians have been talking of providing work since last fall and talk is all it has amounted to so far. Talk seems to be the limit of their abilities. They leave the work for those who are more efficient. There is no work for anybody outside the regular staffs and there is talk now of shorter time, but I have nothing definite on that yet. The crops are very poor and prices are worse.

IRVINE.

L. U. NO. 1118, QUEBEC CITY, QUE. CANADA

Editor:

In accordance with the new constitution, we held our election of officers at our meeting in June and the following Brothers were elected to office: W. B. Walsh, president; G. Legrand, vice president; W. F. Uwins, recording secretary; B. Bechette, financial secretary; L. Turbid, treasurer; executive board, Brothers E. O. Doherty, H. Vachon, Robert O'Connell, Brothers D. Clavet and A. Fortin were appointed as foremen.

In regards to the elections in the local, it was very gratifying to see Brother W. B. Walsh retain the office of president again for another year. He is a real hard worker for unionism and organization, not only in our local but in several other different international organizations in this city, and it is to be hoped that he will receive the real support and help from all the members of this local in the future.

The question of Labor Day was brought up at our last meeting and it was decided to build a float to place in the parade again this year, and a committee of five members was appointed to decide as to how the float is to be built for the parade. After hearing accounts from different locals around the city regarding the coming Labor Day celebration, I would say that the slogan will be "bigger and better than ever." Let's hope that we will have a glorious, fine day on September 7, and I am sure there will be a good turnout for the parade.

A sad misfortune befell Brother A. Lippe, on August 13, when his mother was called away by the Grim Reaper. The Brothers in the local subscribed to and sent a floral tribute and also extended their sincere sympathy to Brother Lippe and his family.

Just at the present time we are receiving thousands of tourists in our old, historic city of Quebec and mostly they are from your side of the border line. I often wonder if any of the Brothers of the many different locals are amongst the visitors coming here, and now may I extend a welcome to any of you Brothers who intend coming this way for a visit. Just drop us a line and we will surely help to make your visit an agreeable one to remember us by.

On the employment question, I must say that nearly all our railroad members are working steadily, although on reduced time, but on the construction end things are not any too bright just now and the outlook for the future is no brighter by any means. Still, our genial, hard-working president, Brother Walsh, who is also our business agent, is ever on the lookout for work for the boys who are working outside the railroad.

W. F. UWINS.

L. U. NO. 1141, OKLAHOMA CITY, OKLA.

Editor:

Herewith is a list of the Brothers who took the oath of office here on July 1: President, N. E. Wren; vice president, Dewey Taylor; recording secretary, F. N. Monday; financial secretary, H. R. Fees; treasurer, J. G. Williamson; executive board, Lee Courtney, Horace Cook, Harry Hoch, Evertt True, and the scribe. All the boys, with the exception of Taylor, Hoch and myself, are holdovers. Taylor and Hoch have served before, but this is my first time up. Let me say this before we get started: "It is better to have fought and failed than to be a critic and do nothing." Let your criticism be constructive. Let's all put our shoulders to the wheel, as too many free rides slows the speed of the wagon. Away with personal differences and hearsay. Real facts, and straight thinking will get results.

The Frisco-Rock Island Station has just been completed. This photo doesn't take in all of the building, nor the trainshed. This gang from L. U. No. 1141 did the electrical work. Reading from left to right, back row, are Semrial, Monday, Boynton, Tatum, George Launsway, and Williamson. Front, left to right, Taylor, Henry, Melton, Gene Launsway and Harry Hoch, superintendent for McEl. Downey and Son, electrical con-

tractors on this job. L. U. No. 1141 could use more men of Harry's type. Doesn't talk so much but talks sense when he does speak. Mr. McEl. Downey takes the boys for a week-end outing each summer. Plenty of fun is to be had, with fish to be caught and bigger fish stories to tell. The boys certainly appreciate this interest in them and stand ace high for their boss.

Hoover's postponement of debts hasn't helped us yet. Work slack as usual.

TOM RUSHING.

Commerce is a game of skill, which every man can not play, which few men can play well. The right merchant is one who has the just average of faculties we call commonsense; a man of strong affinity for facts, who makes up his decision on what he has seen. He is thoroughly persuaded of the truths of arithmetic. There is always a reason, in the man, for his good or bad fortune; and so, in making money. Men talk as if there were some magic about this, and believe in magic, in all parts of life. He knows that all goes on the old road, pound for pound, cent for cent—for every effect a perfect cause—and that good luck is another name for tenacity of purpose.—Emerson.

Women's Auxiliary

WOMEN'S AUXILIARY L. U. NO. 46 AND 77, SEATTLE, WASH.

Editor:

Two important social events have appeared on the calendar this month. Our annual picnic held this year August 1, at beautiful Juanita Park, possessed of many natural advantages, a sandy beach and a gradual sloping of the beach out into the water, makes it ideal for the children. Then the water wheel, toboggan slides, boating and canoeing make it a veritable paradise for water lovers.

What pleasant memories the electricians' picnic will afford us when we settle down to a long, hard winter, telling stories of Mrs. Olson, Mrs. Harroun, Mrs. Cress, Mrs. Goodson, Mrs. Klimoe and many others taking their lives right in their own hands riding madly around on those dangerous autos on the "Dodge 'em." No casualties, but I just can't help thinking what might have been. The men, not to be outdone, after viewing the women in this dangerous sport decided upon a wild ride. And I assure you that was a ride that was a ride. I presume there were a few stiff necks next morning. Other doings. A level, open space, ideal for sports, where a baseball game was in progress. A fairly large group of women, their heads together under the trees, talking over "What! What!" Here's hoping that they at least settled the unemployment problem.

Every one brought an old-fashioned basket lunch and an unlimited supply of ice cream was furnished to large and small. Dancing then completed this day of days; so home, amid screeching of brakes and honking of horns, happy and tired.

Now the other important event. Southern hospitality! I've heard a great deal about it (my husband's people all from Virginia), but it surely can't compare with the hospitality afforded the auxiliary and their respective families. Mr. and Mrs. Jimmie Cress were host and hostess at their cozy summer home, Pebble Beach, at Yarrow. The crowd came en masse.

Fishing, boating, swimming and penochle were the order of the day. Horseshoe champs were also made. The performance of one particular electrician made breaking belts his specialty. Ask Oscar Olson and Ralph Marreau regarding this sad incident.

Mrs. Jimmie Thomas' small son, who has been so very ill for months and months was able to be with us. We were so glad to see this handsome little man, who has made such a brave fight and who has been so very patient through it all. We all wish him the best of health. Also glad to see Mrs. Nygard, our program chairman, who has gone into business with her husband and has been unable to attend our meetings. Better get out of business, Myrtle Nygard, as we need you in our business. Mr. and Mrs. Hamburg came with that new baby. And what a baby! If a beauty contest were held for babies, it would surely walk away with that crowning glory.

Big eats were in evidence that day. A noon dinner and evening lunch. Then down the leafy path to the water's edge where a large bonfire was in readiness and songs en masse and then a song by Gloria Nygard ended the perfect day not to be forgotten.

One thing we would like to see is the different members more active and attending meetings more regularly. Some of these days we will have a 100 per cent attendance and then things will begin to happen. The men are asked to look on the bulletin board



THE CREW THAT WIRED THE NEW FRISCO-ROCK ISLAND STATION, OKLAHOMA CITY



FRISCO-ROCK ISLAND STATION, OKLAHOMA CITY

in the union hall in regard meeting dates. We extend an invitation to all wives, mothers or sisters of electrical workers to become members of this auxiliary.

Last week was fleet week, with its marines and thousands of sailors. Seattle was out to give them a royal welcome. The fleet coming means a great deal to Seattle as these naval men are out to have a good time and they have the means to have it with. We mention these incidents so as to inspire our sisters to come out to this charmed land, with its unexcelled waterways, its great climatic advantages, etc., also enjoy them.

But I must lay my pen down and pick up a darning needle. I can get hubby to substitute a safety pin for a button, but he says he will not use it for closing a hole in his sock.

Seattle extends to the auxiliaries of electrical workers this slogan: "United we stand, divided we fall."

MRS. R. C. SIMPSON.

WOMEN'S AUXILIARY L. U. NO. 108, TAMPA, FLA.

Editor:

After the children have had all the many children's diseases, the mothers are glad to be out again to attend the meetings. A meeting was held at the home of our president, Mrs. C. W. Beck, with a good attendance. Election of officers was held, nearly all our officers being re-elected. Mrs. C. E. Beck, president; Mrs. R. Meeks, vice president; Mrs. T. Gower, treasurer; Mrs. H. E. Kilmer, recording secretary, and Mrs. T. Payne and Mrs. A. C. Hamm on the sick committee.

Plans were made for a booth to be held in Plant Park at our Labor Day celebration. Mrs. Beck gave a talk and asked that we all stick and try to get new members during the depression and told us that we do amount to something. As the boys came in for the usual treat, ice cream and cake were served. We hope to make some money in our booth, so we can have many good times the coming year. We surely are proud to know that Miami has a women's auxiliary, and if there is any courtesy we can extend to them we will be only too glad to do so.

MRS. H. E. KILMER,
Recording Secretary.

WOMEN'S AUXILIARY L. U. NO. 292, MINNEAPOLIS, MINN.

Editor:

It is with considerable trepidation that I venture in with my letter this month. This is my first attempt to "cover" such an important "assignment" as the convention of the Minnesota State Federation of Labor.

Being appointed a delegate to this convention along with our worthy president, Sister Bartholoma, and Sisters Urtabee and Jennings, I attended every session. So I feel it my duty to at least touch on a few "high lights" of this convention.

It has been 35 years since the State Federation has convened in our city, so neither work nor expense was spared in making this 49th convention one long to be remembered. Three hundred and sixty delegates from all parts of Minnesota, representing every branch of the trades union movement, discussed for many hours the major issue—that of unemployment.

The Federation indorsed, without a dissenting vote, the five-day week, six-hour day. The modification of the Volstead Act was also indorsed unanimously.

After listening to the splendid address by R. D. Cramer, editor Minneapolis Labor Review, in behalf of Mooney and Billings, I could only wonder more why these men are

still behind prison doors! The Federation gave due consideration to this monstrous injustice and reaffirmed their interest in the case.

Vice President McGlogan, of the electrical workers, brought to the delegates' attention the great number of international officials who come from Minnesota. He said that wherever you find a man who learned his unionism in Minnesota, he is loyal and true.

I wish every sister could have "listened in" when Vice President Matthew Woll, of the American Federation of Labor, addressed the convention. This one address, in itself, was an education, especially so for us newer workers in the trade union cause.

Vice President Woll said, in part, "Organize the wage workers strongly and thus be master of ourselves and determine the destiny of our lives and conditions. Forget your petty differences. The time has come for determined, militant action. Preach the one gospel of the organization of the wage earners."

While the convention was in session, the wives of the visiting delegates were royally entertained.

Monday afternoon they attended a theatre party at the Minnesota Theatre, and at 5

o'clock they were taken, in Liberty cabs, to the Franklin Co-operative Creamery. There they were guests of the Women's Co-operative Guild at a dinner and entertainment.

Our president gave a few words of welcome to the visiting women and Sister Jennings later gave a reading which was well received.

Tuesday, the visitors enjoyed a trip around our beautiful lakes and later partook of a delicious fish luncheon. Then, a thrilling boat trip on Lake Minnetonka; a buffet supper at the Eagles' Club; and, as a grand climax, the convention ball at the Marigold Ballroom.

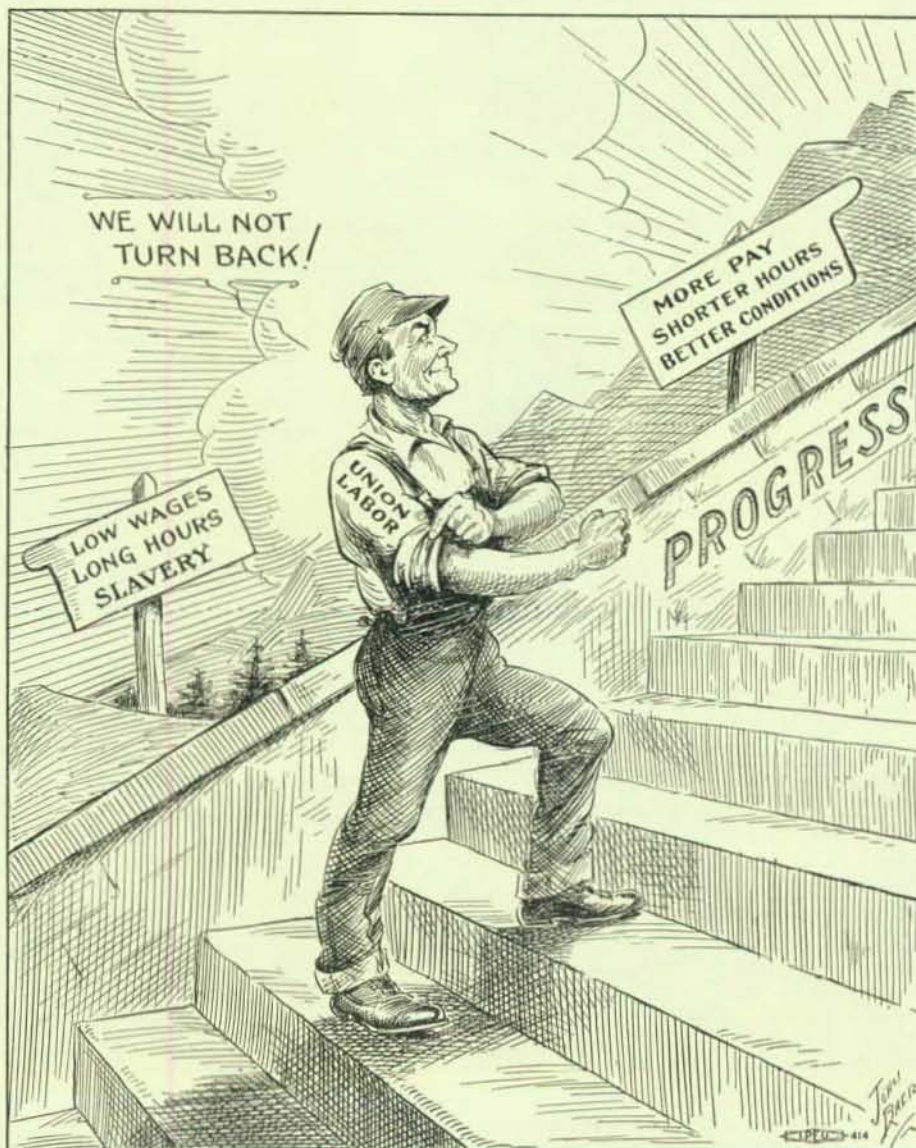
Next year, our sister city, St. Paul, will have the honor of entertaining the Federation convention.

To Sister Marks, of St. Petersburg, our very best wishes in her new work. Sorry to have you leave us, as your letters have been inspiring and helpful to us.

MRS. WILLIAM NESSLER.

The bound volumes of the 1930 Electrical Workers Journal are to be sold again this year for \$3.75 postage prepaid. They are uniform with the volumes of other years, one-fourth leather, handsome and durable.

LABOR DAY, 1931



IN MEMORIAM

Leonard Porter, L. U. No. 418

Whereas this local has again sustained the loss of an esteemed and faithful member, through the most untimely and regrettable passing of our worthy Brother, Leonard Porter; therefore be it

Resolved, That we, the officers and members of Local No. 418 do hereby extend our sympathy to the bereaved wife of our departed Brother; and be it further

Resolved, That a copy of these resolutions be sent to Mrs. Porter, a copy spread upon the minutes of this local, a copy mailed to our official Journal, and a copy given to the Union Labor News for publication; and be it also

Resolved, That the charter of this local be fittingly draped for a period of 30 days.

REED ARMSTRONG,
A. K. BYE,
J. H. BARBIERI,
Committee.

Boyd A. Keebler, L. U. No. 175

Whereas the Angel of Death has entered the home of one of our members and taken therefrom the husband and father, Brother Boyd A. Keebler; and

Whereas Brother Keebler was a worthy citizen, a kind and loving husband and father, a loyal and sincere worker in his craft union;

Resolved, That we will miss him, individually and collectively, and we mourn with his family in the untimely taking away of our good Brother; be it further

Resolved, That we extend our heartfelt sympathy to all the surviving relatives, and that we send copies of this resolution to them and to The Labor World for publication, and drape our charter for 30 days as a token of our esteem for Brother Keebler.

C. A. FROST,
R. H. DUNCAN,
E. E. M'DANIELS,
Committee.

O. P. Summers, L. U. No. 40

With a sincere feeling of sorrow and regret over the loss and passing of our Brother, O. P. Summers, it is the desire of this local union to express our sympathy in a humble way; therefore be it

Resolved, That the condolence of this organization be extended to the family and friends of Brother Summers; and be it further

Resolved, That our charter be draped for a period of 30 days, in respect and memory to our departed Brother; and also be it further

Resolved, That a copy of these resolutions be recorded in our minutes, a copy be sent to the Journal for official publication and a copy be sent to the bereaved family of our departed Brother.

EXECUTIVE BOARD OF LOCAL
UNION NO. 40.

AL. P. SPEEDE,
Recording Secretary.

George I. Brander, L. U. No. 48

With hearts saddened by the sudden passing of a much-loved Brother, we pause in the busy day's routine to honor one whose absence is keenly felt.

The passing of Brother George I. Brander, who served four years overseas in Canada's famous Princess Pat regiment, and who endeared himself to his many friends by his ready smile and pleasing personality, is deeply mourned. His dauntless courage and bravery, while serving overseas, won for him many medals as well as the admiration and love of all who associated with him.

Resolved, That in tribute to a worthy and highly honored Brother, Local Union No. 48, of the I. B. E. W., express to his bereaved wife our deepest sympathy, that a copy of this resolution be spread on our minutes, that a copy be sent to the Journal for publication, and that our charter be draped for a period of 30 days.

J. H. LAKE,
FRED L. BOURNE,
WM. H. BRUST,
Committee.

Frank Rafferty, L. U. No. 137

Local No. 137, of Albany, N. Y., lost one of its best members and workers when Brother Frank Rafferty passed away after a short illness on July 28, 1931.

JAMES M. ADAMS,
President,
JAMES G. KELLY,
Vice President,
JAMES R. CANDLON,
Trustee,
OTTO L. JOHNSON,
Recording and Financial Secretary,
Committee.

Frank Butt, L. U. No. 559

Whereas we, the members of Local Union No. 559, International Brotherhood of Electrical Workers, mourn the passing of our esteemed Brother, Frank Butt; therefore be it

Resolved, That we, as a union, pay tribute to his memory by expressing our deepest sympathy with his family in their bereavement; and be it further

Resolved, That a copy of this resolution be sent to his family, a copy be spread upon our minutes, and a copy be sent to the Electrical Workers' Journal for publication; and be it further

Resolved, That we drape our charter for a period of 30 days.

G. KOREEN,
WILLIAM RONNEBECK,
F. GUENSLADE,
Committee.

S. Feingold, L. U. No. 817

Whereas it has been the will of Almighty God to take from our midst Brother S. Feingold, many years a true and loyal member of the I. B. E. W., and Local Union No. 817 has lost a highly respected member; therefore be it

Resolved, That our charter be draped in mourning for a period of 30 days, that a copy of this resolution be sent to his bereaved family, a copy be sent to our International Journal for publication and a copy be spread on our minutes of this meeting.

F. PANZER,
Secretary.

John O'Leary, L. U. No. 210

Whereas Almighty God, in His infinite wisdom, has seen fit to remove from our midst our respected friend and Brother, John O'Leary; and

Whereas during the many years he has been a member of our organization he has consistently sought for the ideals for which this organization stands; and

Whereas he has always been a true and loyal friend of organized labor; now therefore be it

Resolved, by Local Union No. 210, I. B. E. W., in meeting assembled, That our most heartfelt sympathy be extended to the bereaved relatives of our departed Brother, John O'Leary; and be it further

Resolved, That this resolution be spread on the minutes of this local union, and that a copy be mailed to the official publication of this organization, the Electrical Workers Journal; and be it further

Resolved, That our charter be draped for a period of 30 days in memory of our departed Brother.

CHAS. H. EICHORST,
J. J. MCCOFFREY,
H. C. WERTZ,
Committee.

Alex P. Woods, L. U. No. 233

It is with a saddened heart that we mourn the loss of one of our most lovable members and friend, Alex. P. Woods; and be it

Resolved, That L. U. No. 233 expresses its sympathy to his wife and family, that our charter be draped for 30 days and a copy of this resolution be spread on our minutes, and a copy sent to our official Journal for publication.

FRANK NORTON,
L. C. LAWING,
FRED STOCKEY,
Committee.

Joe O. Utley, L. U. No. 2

Whereas it has been the will of Almighty God to take from our midst Brother Joe Utley, for many years a true member of Local No. 2; therefore be it

Resolved, That our charter be draped in mourning for a period of 30 days; that a copy of these resolutions be sent to our International Journal for publication and a copy be read at our next meeting.

CHAS. FOGG,
WALTER KLEINSTEUBER,
J. P. READY,
Committee.

Grant Duncan, L. U. No. 773

Whereas the members of Local Union No. 773, I. B. E. W., sincerely and deeply regret the untimely death of our beloved and esteemed Brother, Grant Duncan; therefore be it

Resolved, That we extend our sincere sympathy and condolence to his bereaved wife and relatives in their hour of sorrow; and be it further

Resolved, That a copy of these resolutions be sent to the Journal of Electrical Workers and Operators for publication; and be it further

Resolved, That our charter be draped for a period of 30 days in his memory.

R. CLARKE,
A. ROBINSON,
J. RAYMOND,
Committee.

R. J. Meharry, L. U. No. 773

It is with deepest sorrow and regret that we, the members of Local No. 773, of the I. B. E. W., mourn the passing of our esteemed Brother, R. J. Meharry, whom the Almighty God, in His infinite wisdom, hath seen fit to call unto Himself, on July 9, 1931; therefore be it

Resolved, That we extend our heartfelt sympathy and condolence to those who remain to mourn his loss; and be it further

Resolved, That a copy of this resolution be sent to our official Journal for publication and to the bereaved relatives of the deceased, and a copy spread on the minutes of this meeting of Local No. 773, I. B. E. W.; and be it further

Resolved, That the charter of this local union be draped for a period of 30 days.

J. MOORE,
A. FITTER,
A. HILD,
Committee.

Roe Blue, L. U. No. 702

Whereas it has pleased Almighty God in His infinite wisdom to suddenly remove from our midst our true and loyal Brother, Roe Blue; and

Whereas we, the members of Local Union 702, have lost an esteemed and worthy Brother, the wife and children a loving and devoted husband and father; therefore be it

Resolved, That the members of Local Union 702, I. B. E. W., extend their deepest sympathy to his bereaved family; and be it further

Resolved, That the charter of Local Union No. 702 be draped for a period of 30 days as a token of respect to his memory and that a copy of these resolutions be spread upon the minutes of our local union and a copy be sent to the wife and family of our departed Brother and a copy be sent to the International Office for publication in the official Journal.

H. E. NUNN,
HAL OBERMARK,
GOMER L. CASEY,
Committee.

Bernard G. Anderson, L. U. No. 292

It is with the deepest sorrow and regret that we, the members of Local No. 292, record our bereavement at the loss of our dear Brother, Bernard G. Anderson.

Brother Anderson died on July 29, while working in a tank, using an extension cord, he was electrocuted. Being in circuit some time before his condition was discovered, he was beyond resuscitation when extricated.

Brother Anderson was 28 years old, having been a true and loyal member of Local No. 292 since June 23, 1925. He is mourned by the entire local, in token of which our charter is draped for a period of 30 days.

The sincere sympathy of the members of Local No. 292 is extended to his wife, parents, and other relatives in their bereavement.

W. WAPLES,
Press Secretary.

J. G. Robson, L. U. No. 213

Whereas we, the members of Local Union No. 213, I. B. E. W., deeply mourn the passing of our esteemed and worthy Brother, J. G. Robson; therefore be it

Resolved, That we extend our sincere sympathy to his relatives in their bereavement; and be it further

Resolved, That a copy of this resolution be sent to his family, a copy spread upon our minutes, a copy sent to the official Journal for publication, and that our charter be draped for a period of 30 days.

D. S. Pallen,
A. C. Mackay,
W. Fraser,
Committee.

William Chenoweth, L. U. No. 52

Whereas it has pleased Almighty God, in His infinite wisdom to remove from our midst our esteemed and worthy Brother, William Chenoweth; and

Whereas in the death of Brother Chenoweth, Local Union No. 52, I. B. E. W., has lost one of its true and devoted members; therefore be it

Resolved, That Local Union No. 52 recognizes its great loss in the passing of Brother Chenoweth and hereby expresses its appreciation of his services to the cause of our Brotherhood; and be it further

Resolved, That a copy of these resolutions be sent to the family of Brother Chenoweth, a copy for publication in the official Journal and a copy be spread on the minutes of Local Union No. 52.

W. Franz,
Press Secretary.

DEATH CLAIMS PAID FROM AUGUST 1, INC. TO AUGUST 31, 1931

L. L. No.	Name	Amount
713	William B. Quinn	\$1,000.00
713	Joe Koutnek	1,000.00
794	F. D. McClintock	1,000.00
953	James Gormley	1,000.00
501	G. W. Simmons	1,000.00
501	A. Mayer	1,000.00
3	Samuel Katz	300.00
237	C. A. Baker	825.00
53	John Schamana	825.00
292	B. G. Anderson	1,000.00
1	M. Bunyan	1,000.00
134	R. C. Kulp	1,000.00
40	O. P. Summers	300.00
137	Frank Rafferty	1,000.00
109	R. M. Louder	1,000.00
134	J. P. Gilmore	1,000.00
52	W. J. Chenoweth	1,000.00
134	C. L. Bockman	1,000.00
224	R. W. Evans	1,000.00
16	Lon Purdue	1,000.00
175	B. A. Keebler	475.00
134	A. Perlis (Balance)	250.00
I. O.	R. F. Tegeler	650.00
9	G. A. Kennedy	1,000.00
3	D. J. O'Malley	1,000.00
185	E. J. Widolf	1,000.00
103	R. Montgomery	1,000.00
3	R. A. Mitchell	1,000.00
153	A. O. Marker	300.00
3	G. C. Faber	1,000.00

\$25,925.00

Total claims paid from August

1 including August 31, 1931 \$25,925.00

Total claims previously paid 2,389,236.10

Total claims paid \$2,415,161.10

WISCONSIN MODERNIZES ITS LABOR CODE

(Continued from page 467)

any other method not involving fraud, violence, breach of the peace or threat thereof;

"(f) Ceasing to patronize or to employ any person or persons, but nothing herein shall be construed to legalize a secondary boycott;

"(g) Assembling peaceably to do or to organize to do any of the acts heretofore specified or to promote lawful interests;

"(h) Advising or notifying any person or persons of an intention to do any of the acts heretofore specified;

"(i) Agreeing with other persons to do or not to do any of the acts heretofore specified;

"(j) Advising, urging, or inducing without fraud, violence, or threat thereof, others to do the acts heretofore specified, regardless of any such undertaking or promise as is described in section 268.19; and

"(k) Doing in concert any or all of the acts heretofore specified shall not constitute an unlawful combination or conspiracy.

"(1) Peaceful picketing or patrolling, whether engaged in singly or in numbers, shall be legal.

"(2) No court, nor any judge or judges thereof, shall have jurisdiction to issue any restraining order or temporary or permanent injunction which, in specific or general terms, prohibits any person or persons from doing, whether singly or in concert, any of the foregoing acts.

"268.21 RESPONSIBILITY FOR UNLAWFUL ACTS. No officer or member of any association or organization, and no association or organization participating or interested in a labor dispute (as these terms are defined in section 268.29) shall be held responsible or liable in any civil action at law or suit in equity, or in any criminal prosecution, for the unlawful acts of individual officers, members, or agents, except upon proof by a preponderance of the evidence and without the aid of any presumptions of law or fact, both of (a) the doing of such acts by persons who are officers, members or agents of any such association or organization, and (b) actual participation in, or actual authorization of, such acts, or ratification of such acts after actual knowledge thereof by such association or organization.

"268.22 PUBLIC POLICY AS TO LABOR LITIGATION. In the interpretation and application of sections 268.23 to 268.26, the public policy of this state is declared to be:

"Equity procedure that permits a complaining party to obtain sweeping injunctive relief that is not preceded by or conditioned upon notice to and hearing of the responding party or parties, or that issues after hearing based upon written affidavits alone and not wholly or in part upon examination, confrontation and cross-examination of witnesses in open court, is peculiarly subject to abuse in labor litigation for the reasons that

"(1) The status quo cannot be maintained but is necessarily altered by the injunction;

"(2) Determination of issues of veracity and of probability of fact from affidavits of the opposing parties that are contradictory and, under the circumstances, untrustworthy rather than from oral examination in open court is subject to grave error;

"(3) Error in issuing the injunctive relief is usually irreparable to the opposing party; and

"(4) Delay incident to the normal course of appellate practice frequently makes ultimate correction of error in law or in fact unavailing in the particular case.

"268.23 INJUNCTIONS: CONDITIONS OF ISSUANCE; RESTRAINING ORDERS. (1) No court

nor any judge or judges thereof shall have jurisdiction to issue a temporary or permanent injunction in any case involving or growing out of a labor dispute, as defined in section 268.29, except after hearing the testimony of witnesses in open court (with opportunity for cross-examination) in support of the allegations of a complaint made under oath, and testimony in opposition thereto, if offered, and except after findings of all the following facts by the court or judge or judges thereof;

"(a) That unlawful acts have been threatened or committed and will be executed or continued unless restrained;

"(b) That substantial and irreparable injury to complainant's property will follow unless the relief requested is granted;

"(c) That as to each item of relief granted greater injury will be inflicted upon complainant by the denial thereof than will be inflicted upon defendants by the granting thereof;

"(d) That the relief to be granted does not violate the provisions of section 268.20;

"(e) That complainant has no adequate remedy at law; and

"(f) That the public officers charged with the duty to protect complainant's property have failed or are unable to furnish adequate protection.

(2) Such hearing shall be held after due and personal notice thereof has been given, in such manner as the court shall direct, to all known persons against whom relief is sought, and also to those public officers charged with the duty to protect complainant's property. Provided, however, that if a complainant shall also allege that unless a temporary restraining order shall be issued before such hearing may be had, a substantial and irreparable injury to complainant's property will be unavoidable, such a temporary restraining order may be granted upon the expiration of such reasonable notice of application therefor as the court may direct by order to show cause, but in no case less than 48 hours.

"(3) Such order to show cause shall be served upon such party or parties as are sought to be restrained and as shall be specified in said order, and then only upon testimony under oath, or in the discretion of the court, upon affidavits, sufficient, if sustained, to justify the court in issuing a temporary injunction upon a hearing as herein provided for.

"(4) Such a temporary restraining order shall be effective for no longer than five days, and at the expiration of said five days shall become void and not subject to renewal or extension, provided, however, that if the hearing for a temporary injunction shall have been begun before the expiration of the said five days the restraining order may in the court's discretion be continued until a decision is reached upon this issuance of the temporary injunction.

"(5) No temporary restraining order or temporary injunction shall be issued except on condition that complainant shall first file an undertaking with adequate security sufficient to recompense those enjoined for any loss, expense, or damage caused by the improvident or erroneous issuance of such order or injunction, including all reasonable costs (together with a reasonable attorney's fee) and expense against the order or against the granting of any injunctive relief sought in the same proceeding and subsequently denied by the court.

"(6) The undertaking herein mentioned shall be understood to signify an agreement entered into by the complainant and the surety upon which a decree may be rendered in the same suit or proceeding against said complainant and surety, the said complainant and surety submitting themselves

VEST CHAIN SLIDE CHARM

A watch charm so fine looking you'll enjoy wearing it. Of 10-karat gold trimmed with a circle of tiny imitation pearls, and clearly displaying the I. B. E. W. insignia. Priced only \$5



to the jurisdiction of the court for that purpose. But nothing herein contained shall deprive any party having a claim or cause of action under or upon such undertaking from electing to pursue his ordinary remedy by suit at law or in equity.

"268.24 CLEAN HANDS DOCTRINE. No restraining order or injunctive relief shall be granted to any complainant who has failed to comply with any legal obligation which is involved in the labor dispute in question, or who has failed to make every reasonable effort to settle such dispute either by negotiation or with the aid of any available machinery or governmental mediation or voluntary arbitration, but nothing herein contained shall be deemed to require the court to await the action of any such tribunal if irreparable injury is threatened.

"268.25 INJUNCTIONS: CONTENTS. Except as provided in section 268.23, no restraining order or temporary or permanent injunction shall be granted in a case involving or growing out of a labor dispute, except on the basis of findings of fact made and filed by the court in the record of the case prior to the issuance of such restraining order or injunction; and every restraining order or injunction granted in a case involving or growing out of a labor dispute shall include only a prohibition of such specific act or acts as may be expressly complained of in the bill of complaint or petition filed in such case and expressly included in said findings of fact made and filed by the court as provided herein; and shall be binding only upon the parties to the suit, their agents, servants, employees and attorneys, or those in active concert and participation with them, and who shall by personal service or otherwise have received actual notice of the same.

"268.26 INJUNCTIONS: APPEALS. Whenever any court or judge or judges thereof shall issue or deny any temporary injunction in a case involving or growing out of a labor dispute, the court shall, upon the request of any party to the proceedings, and on his filing the usual bond for costs, forthwith certify the entire record of the case, including a transcript of the evidence taken, to the appropriate appellate court for its review. Upon the filing of such record in the appropriate appellate court the appeal shall be heard with the greatest possible expedition, giving the proceeding precedence over all other matters except older matters of the same character.

"268.27 CONTEMPT CASES. In all cases where a person shall be charged with civil or criminal contempt for violation of a restraining order or injunction issued by a court or judge or judges thereof, the accused shall enjoy:

"(1) The rights as to admission to bail that are accorded to persons accused of crime.

"(2) The right to be notified of the accusation and a reasonable time to make a defense, provided the alleged contempt is not committed in the immediate view or presence of the court.

"(3) Upon demand, the right to a speedy and public trial by an impartial jury of the county wherein the contempt shall have been committed, provided that this requirement shall not be construed to apply to contempts committed in the presence of the court or so near thereto as to interfere directly with the administration of justice or to apply to the misbehavior, misconduct, or disobedience of any officer of the court in respect to the writs, orders, or process of the court. All contempt proceedings, whether civil or criminal, brought for the alleged violation of any such restraining order or injunction, are, and hereby are declared to be independent, original, special

proceedings, and shall require a unanimous finding of the jury.

"(4) The right to file with the court a demand for the retirement of the judge sitting in the proceeding, upon an affidavit of prejudice being filed as is now provided by law in other cases. Upon the filing of any such affidavit, the judge shall thereupon proceed no further, but another judge shall be designated as is now provided for in other cases. The affidavit shall be filed prior to the hearing in the contempt proceeding.

"268.28 PUNISHMENT FOR CONTEMPT. Punishment for a contempt, specified in section 268.27, may be by fine, not exceeding twenty-five dollars, or by imprisonment not exceeding ten days, in the jail of the county where the court is sitting, or both, in the discretion of the court. Where a person is committed to jail, for the nonpayment of such a fine, he must be discharged at the expiration of fifteen days; but where he is also committed for a definite time, the fifteen days must be computed from the expiration of the definite time.

"268.29 DEFINITIONS. When used in sections 268.18 to 268.30, and for the purposes of these sections:

"(1) A case shall be held to involve or to grow out of a labor dispute when the case involves persons who are engaged in a single industry, trade craft, or occupation; or who are employees of one employer; or who are members of the same or an affiliated organization of employers or employees; whether such dispute is (1) between one or more employers or associations of employers and one or more employees or associations of employees; (2) between one or more employers or associations of employers and one or more employees or associations of employees; or (3) between one or more employees or associations of employees and one or more employers or associations of employees; or when the case involves any conflicting or competing interests in a 'labor dispute' (as defined in sub-section (3) of 'persons participating or interested' therein (as defined in sub-section (2)).

"(2) A person or association shall be held to be a person participating or interested in a labor dispute if relief is sought against him or it and if he or it is engaged in the industry, trade, craft, or occupation in which such dispute occurs, or is a member, officer, or agent of any association of employers or employees engaged in such industry, trade, craft, or occupation.

"(3) The term 'labor dispute' includes any controversy concerning terms or conditions of employment, or concerning the association or representation of persons in negotiating, fixing, maintaining, changing, or seeking to arrange terms or conditions of employment, or concerning employment relations, or any other controversy arising out of the respective interests of employer and employee, regardless of whether or not the disputants stand in the proximate relation of employer and employee."

LABOR DOESN'T FIGURE IN WASHINGTON TALE

(Continued from page 464)

an investigation of the career service. Mrs. Edith Nourse Rogers, widow of the author of the Rogers Act, introduced a bill aimed to patch up the holes which the clique was taking advantage of. Senator Moses succeeded in getting a similar bill passed by the Senate. The late Representative Steve Porter, chairman of the House Foreign Affairs Committee, introduced a bill calculated to do the same thing. Representative Edwards, of Georgia, introduced a resolution exposing the fact that the wealthier and more favored dip-

lomats had been promoted at a far faster rate than the less wealthy and less favored consuls. Lawrence Dennis, Charge d'Affaires of the American Legation in Nicaragua, resigned after writing a scathing rebuke of the favoritism displayed by the career clique. Tracy Lay, American Consul General at Buenos Aires and one of the authors of the Rogers' Act, followed him. John Gray, Secretary of the American Legation in Panama, did the same. Every newspaper in the country carried articles and editorials denouncing the self-promotion plan of the career men. And worst of all, big business, the god whom the State Department strives chiefly to serve, joined in the denunciation. Victor M. Cutter, president of the United Fruit Company and who ought to know diplomats, made a speech before the high moguls of big business gathered at the annual meeting of the United States Chamber of Commerce, denouncing the career men as lounge lizards and displayers of the white spat; while *The Magazine of Wall Street* published a scathing article, illustrated with sketches of a high hat, stick, gloves, spats, and all the accoutrements of the career service.

As a result of all this, the career clique's bubble burst with tremendous reverberations.

The portraits of the progressive group in the Senate are done with no partiality. Senator Norris is praised for his incorruptibility, kindness, and fixity of purpose. Senator LaFollette is praised for his efforts to fuse the diverse and versatile group in the Senate into a working minority. The portraits of the other men are revealing. The main objection to this group in the Senate is summarized:

In an industrial civilization, an age of the machine, when the greatest issue is that of possessing class against toiling mass, not one of these men is of proletarian origin. They come from small, independent farm homes that are so rapidly vanishing from America, the professional class, and a few from the wealthy. But not one of them from the mill or factory.

Nothing could be more significant than this fact. Therein lies the explanation of their futility and inadequacy in the face of modern conditions and problems, despite their splendid personal attributes.

This does not mean that they are unfriendly or unsympathetic toward labor. Far from it. They are the only friends and supporters the American worker has in the national government today. What modicum of labor legislation is being agitated and pushed there, they are sponsoring.

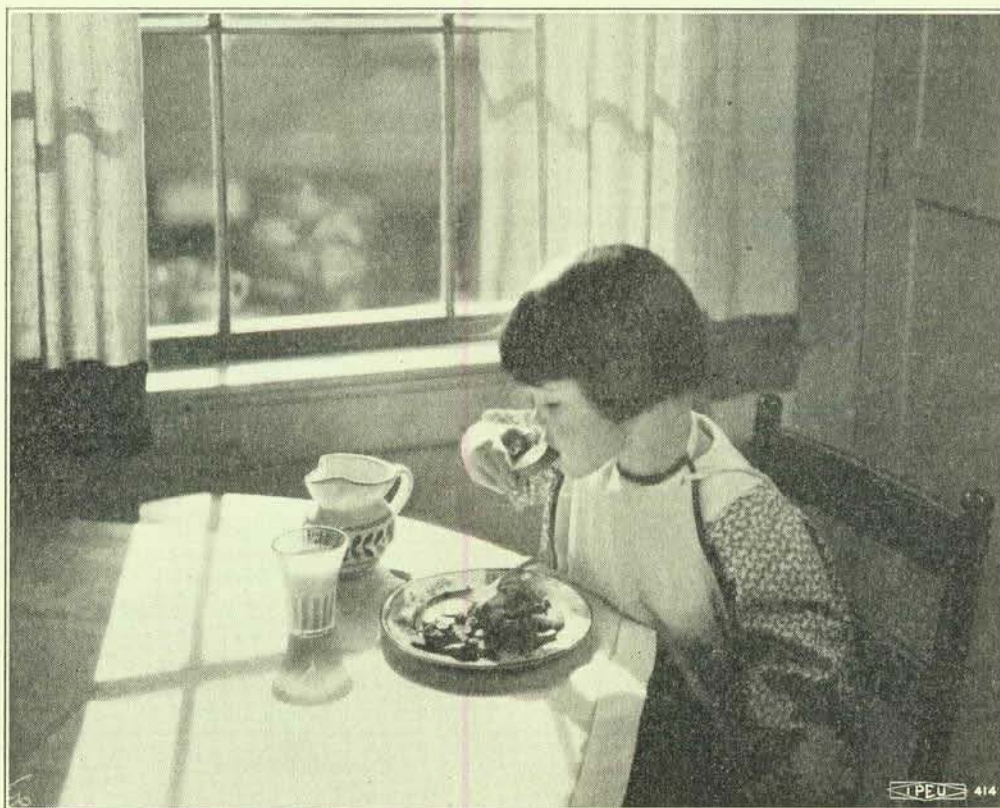
But they are devoid of the class consciousness absolutely essential to bring them into rapport with the underlying principles of the economic struggle. Their whole outlook and approach is that of the patriarchal and *laissez faire* era that ended with the victory of the industrial north over the agricultural south in the war of the states.

The chapter dealing with the Washington press is one of the most valuable and ranks with the discussion of the State Department in its purport to American citizens. It does not spare the trained seals who write signed editorials as Washington dispatches. The book is not without its humor, its flashes of poetry, but gets its significance most of all for its burning sincerity and mordant irony.

SCHOOL DAYS

THIS is the month the school bell rings, calling children back from vacation days—back from the country trips—the camps in the mountains and by the lakeside. Back from the city streets and summer play grounds—back to their desks for another year.

A good time to take inventory of the personal health stock of those children. Eyes, teeth and general health condition should be looked after to prepare these young bodies for the grind of another season's study.



Courtesy Bureau of Home Economics.

WHEN eyes are strained or weakened, they are a serious handicap to the student. And in these days of multi-advertising and radio broadcasts, it's impossible to escape knowing the ills the flesh is heir to through neglect of the teeth.

Diet is important to the growing child. Simple meals, with plenty of milk, fruit and vegetables are essential.

Teach your children to keep their bodies strong and healthy as part of their daily program.

WISE parents grow up **with** their children and not **away** from them. They find time to be interested in their studies, their troubles, their play. They teach them how to build for the future, and what a valuable asset life insurance is in any financial plan.

To do this properly, set a good example, Electrical Workers, by having all the members of your family insured in

THE FAMILY GROUP

APPLICATION FOR INSURANCE ELECTRICAL WORKERS' FAMILY POLICY

UNION COOPERATIVE INSURANCE ASSOCIATION,
Washington, D. C.

I certify that I am the of a member
(Give relationship)

of the International Brotherhood of Electrical Workers, Local Union No., and I hereby apply for.....

units or \$ life insurance, and will pay \$ each
for same. (Year, half-year, quarter or month)

I certify that I have no impairment in my health or physical condition, and have no deformity, except.....

.....
(State any exceptions)

Date of Birth Occupation Race
(Month-Day-Year)

Birthplace Sex

Beneficiary Relationship
(State full name and relationship of person to whom insurance is to be paid at your death)

Address of Beneficiary.....

My name is
(Print your name in full—not initials. If married use own name, such as "Helen Smith" and not husband's name, as "Mrs. James Smith")

My address is
(Street and number—City and State)

Date.....
(Signature in full)

QUESTIONS BELOW TO BE ANSWERED IF APPLICANT IS A MINOR

1. Father of Child.	Full Name	Birthplace
	Birth Date	Occupation
2. Mother of Child.	Full Name	Birthplace
	Birth Date	Occupation
3. Premiums will be paid by:	Name	
	Address	

.....
(Signature of Parent or Guardian)

(The Union Cooperative Insurance Association reserves the right to reject any applicant for this insurance for any cause whatever and in case of rejection will return to the applicant the full amount of the payment forwarded with this application. The insurance will become effective on date issued by the Union Cooperative Insurance Association at its Home Office in Washington, D. C.)

NOTE: Age limits, 1 to 50 years. Issued in units of \$250.00. Limit of insurance for any one person: Ages 1-5, inclusive—\$250.00. Ages 6-50, inclusive—\$500.00.

Cost per unit: If paid annually, \$3.60; Semi-annually, \$1.80; Quarterly, 90 cents; Monthly, 30 cents or "Penny a Day."

Receipts issued for premium payments will show date next payment is due. No additional premium notices will be sent.

Make Checks Payable to
INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
G. M. Bugnizet

and Send with Application to International Brotherhood of Electrical Workers, Washington, D. C.

(Family Group Policy—Application Copyright, 1928, J. R. Biggs)



Cut Here

Cut Here

JUST SUPPOSE—A LOOK BACK ON THE PRESENT

(Continued from page 453)

surface", clear down to the most serious, far-reaching, deep-seated ideas, so "radical" that they would go to the very root of the trouble. Some solutions were most selfish, others most altruistic. Some remedies suggested were droll, some simply pathetic. Some ideas for reviving business were like rubbing liniment on the Statue of Liberty in an attempt to bring it to life. Some wanted to tear the whole country to smithereens, wipe out the "rooling class" and start all over again. Spain had just kicked out a king and was establishing a republic. Russia a few years previous had slaughtered a czar and numerous of his feudal barons and had turned over all "property" to a working class government and were operating it on a "communist" basis. The United States, however, was a "free" country, at any rate free to all comers to suggest "solutions" as long as your "solutions" in no way affected "profits". The first "solution" that most small "business men" thought of was: to "cut wages". Ye-uh, cut wages so the working masses could buy back still less of that troublesome "overproduction".

It was an open game and you could sit in if you wished. It was a great game. What kind of solutions one offered depended a good deal on one's "nerve". If you were fairly conservative no one took you very seriously, if you got too "raw" you were accused of waving a red flag and you were "railroaded" off to the "hoosegow". Criminal syndicalism was the crime you were guilty of. Now with all of these suggestions and solutions being offered, is it any wonder that some "crazy crank" suggested an entirely new system of taxation, officially known as the "Federal Income Tax", unofficially nicknamed the "50-50" tax, which limited the amount any individual could appropriate for himself to \$25,500 annually, regardless of what he "earned", or thought he "earned", along with a "federal inheritance tax" which limited the amount anyone could inherit to a \$1,020,000? Is it any wonder that millions of other "cranks" adopted the idea and helped put it into effect?

A System Based on Your "Worth" to Mankind

When introduced this income tax idea created a furore and thousands of men wanted to immediately hang the "nut" who proposed such a ridiculous idea. Then for a while most people thought it was too "severe". Its advocates answered that unemployment, poverty, suffering and misery were "severe", too, and they believed it would eliminate these things. Wealthy men argued that it was ridiculous that a "business" man should not be allowed a net salary or income greater than \$25,000 a year, but its advocate answered that \$25,500 per year was sufficient for any man to comfortably exist on, and that if the average man was only capable of earning \$2,000 per year, then by no stretch of imagina-

tion could they see where any one man was worth as much as 10 or 12 of his fellow men to humanity, and therefore he was not entitled to any larger income than 10 or 12 average men, no matter in what manner he secured it. Some argued for and demanded opportunity to accumulate a tremendous fortune for the benefit of their children, but the answer was that they didn't need to worry about their children's financial affairs, that their children would find it very easy to earn their own income under the new system and needed no legacy. A million dollars ought to be enough to leave to any one "cheeild".

And then there was the claim that to put a limit on a person's earnings would kill all "incentive" to "get ahead", and the answer was that a fellow didn't need to be "ahead"—to reach the "limit" would be honor enough and duty to your fellow citizen was incentive enough. That's exactly what was wrong in 1931, too few got too far ahead (financially) and far too many had got too far behind. That's what caused the "depression". They were told that "greed" had masqueraded as "incentive" long enough. Some egotistical ones still insisted that they were worth as much to their fellow men as 100 average men, but were told that they could credit the rest up to "service to humanity", about which men had bragged so much for ages, or to "go jump in the lake" and see how much they would be missed by their fellow citizens.

The Government "Too Rich"

It was pointed out that under such a system the government would become fabulously rich, the holder of untold wealth. Well, what if it did? What harm would that do? Untold benefits would accrue to all the people, too, from such an arrangement. If a "depression" threatened, that is, when all the necessary work was "caught up," the government could, with this wealth, keep everybody employed in the production of luxuries, scientific advancement, the building of beautiful new highways, beautifying cities, parks, playgrounds, the building of newer and better airships, motor cars, ocean-going ships, newer and better telephones, television sets, radios, telescopes for scientific study, beautiful new portals, monuments, museums, etc., thereby putting the wealth back into circulation again among the people. There need be no "depressions" if the wealth is kept DISTRIBUTED properly. Old people would be pensioned. There need be no poverty. All sick or injured persons would be taken care of by the government and restored to health without cost to the unfortunate patient. Why should a person be penalized for such a misfortune? There would be little or no incentive for crime when a man always had a "job" and when he attained promotion as he earned and deserved it. There need be no "child labor"—no necessity for it, no excuse for it. The human being is the only animal ever known to have lived off its young. You would not want to be even reminded of it. There not only need be no unemployment "problem," but unemployment need not be tolerated, need not be permitted, unless you have cause to be retired; you do your share of the work or go to jail.

The objections to this sort of a tax limiting a man's income and to the question as to how it would work out was answered by

saying that this "schedule" can be lowered or raised from time to time as necessity demands so as to maintain an economic balance. THE RICHER THE NATION, THE RICHER ITS CITIZENS.

Well, here you are in nineteen umpty ump comparing things with what they were in 1931, and you figure out that it must be some sort of a "socialistic" system of some kind that was introduced to keep the country from going Bolshevik like Russia did back in the "good old days" of czars and industrial tyrants. You find that the masses have only one tax to pay and that everybody pays it in accordance with a "tax schedule" you so often hear mentioned and that's what makes life so different from 1931. The more wealthy have also an excess profits tax to pay, and their estates pay an inheritance tax.

You go down to the Department of Tax Collection and get a copy of the citizens' tax schedule and this is what it looks like:

"Federal Income Tax Schedule For 19 Umpty Ump"

Gross Annual Income in Dollars	Income Tax in Per Ct.	Amt. Tax in Dollars	Net Allowable Inc.
Up to 1,000.....	0	0	all earned
1 to 2,000.....	1	20	1,980
2 to 3,000.....	2	60	2,940
3 to 4,000.....	3	120	3,880
4 to 5,000.....	4	200	4,800
5 to 6,000.....	5	300	5,700
6 to 7,000.....	6	420	6,580
7 to 8,000.....	7	560	7,440
8 to 9,000.....	8	720	8,280
9 to 10,000.....	9	900	9,100
10 to 11,000.....	10	1,100	9,900
11 to 12,000.....	11	1,320	10,680
12 to 13,000.....	12	1,560	11,440
13 to 14,000.....	13	1,820	12,180
14 to 15,000.....	14	2,100	12,900
15 to 16,000.....	15	2,400	13,600
16 to 17,000.....	16	2,720	14,280
17 to 18,000.....	17	3,060	14,940
18 to 19,000.....	18	3,420	15,580
19 to 20,000.....	19	3,800	16,200
20 to 21,000.....	20	4,200	16,800
21 to 22,000.....	21	4,620	17,380
22 to 23,000.....	22	5,060	17,940
23 to 24,000.....	23	5,520	18,480
24 to 25,000.....	24	6,000	19,000
25 to 26,000.....	25	6,500	19,500
26 to 27,000.....	26	7,020	19,980
27 to 28,000.....	27	7,560	20,540
28 to 29,000.....	28	8,120	20,880
29 to 30,000.....	29	8,700	21,300
30 to 31,000.....	30	9,300	21,700
31 to 32,000.....	31	9,920	22,080
32 to 33,000.....	32	10,560	22,440
33 to 34,000.....	33	11,220	22,780
34 to 35,000.....	34	11,900	23,100
35 to 36,000.....	35	12,600	23,400
36 to 37,000.....	36	13,320	23,680
37 to 38,000.....	37	14,060	23,930
38 to 39,000.....	38	14,820	24,180
39 to 40,000.....	39	15,600	24,400
40 to 41,000.....	40	16,400	24,600
41 to 42,000.....	41	17,220	24,780
42 to 43,000.....	42	18,060	24,940
43 to 44,000.....	43	18,920	25,080
44 to 45,000.....	44	19,800	25,200
45 to 46,000.....	45	20,700	25,300
46 to 47,000.....	46	21,620	25,380
47 to 48,000.....	47	22,560	25,440
48 to 49,000.....	48	23,520	25,480
49 to 50,000.....	49	24,500	25,500
50 to 51,000.....	50	25,500	25,500

"Fifty per cent of all taxes paid are credited to your retirement fund. All income earned over and above \$51,000 to be confiscated annually by the federal government.

"This schedule has been duly approved on the blank date of blank month, nineteen hundred and umpty ump, by regular session

of Federal Congress and can be changed only by an act of said Federal Congress in regular or special session assembled."

One look at that "schedule" and you're stunned. Talk about taxing the boys in the "higher brackets"—um, boy—short, sweet and snappy! Well, of all the—. If that "ain't a helluva"—What do you know about that? And then you take a look at another sheet attached to it reading like this:

"Additional Information Regarding Taxes and Incomes"

"All persons, both male and female, under 20 years of age are rated as 'minors' and are exempt from taxation and not eligible to the rights of citizenship.

"(See act governing minors' rights.)

"All persons, native born or naturalized, both male and female, upon reaching the age of 20 years, automatically become citizens, entitled to the privileges of, and must assume the responsibility of citizenship.

"The income (or earnings) of all citizens (and aliens) is regulated and governed by the annual federal tax schedule, approved by Federal Congress.

"Fifty per cent of all taxes paid by a citizen is surrendered to the Federal Insurance Department and credited to said taxpayers' 'retirement fund.' (No alien or non-citizen is entitled to the privileges of any retirement fund.) Every citizen has the privilege of depositing any amount up to one-half of his (or her) 'net allowable annual income' to be credited to his (or her) retirement fund.

"All aliens past the age of 20 years are subject to the same tax schedule as citizens but are not credited with any part of said taxes to any retirement fund.

"Under Ordinary Circumstances"

"The minimum retiring age is 40 years. (Permission of Federal Court is required.)

"The normal retiring age is 60 years. (Citizen is automatically retired unless special dispensation is secured from the Federal Court in your district.)

"The maximum retiring age is determined by the District Court and the recommendation of the medical department.

"Under Extraordinary Circumstances"

"Any person of any age of either sex can be 'retired' on order of your District Federal Court when sufficient evidence is furnished to convince said court that you have 'cause' to be retired. (There are various 'causes,' such as sufficient income to acquire the 'limit' of net allowable income, disability or chronic illness, marriage—especially in the case of a female citizen, etc.)

"Under ordinary circumstances upon reaching the age of 60 years all citizens are automatically retired and paid an annuity for life by the Federal Insurance Department amounting to five per cent of the entire retirement fund shown to their credit in the records of said department, unless citizen secures consent of his Federal Court postponing his retirement. Upon reaching the age of 40 years, or at any age thereafter up to 60, any citizen may make application for retirement, and upon convincing the court that he has sufficient income to properly maintain himself and family may be granted 'retirement' and is eligible for payment of his 5 per cent annuity on his entire retirement fund for the remainder of his (or her) life.

"Under no circumstances will any citizen under 40 years of age be allowed or paid any federal retirement annuity. (In case of death, chronic sickness or permanent disability, a citizen or his beneficiary is en-

titled to insurance. See Citizens' Insurance Act.)

"Any alien (non-citizen) past 40 years of age may secure the rank of 'retired' from the Federal Court of his district providing he (or she) can show to the satisfaction of the court that he (or she) has sufficient income so as not to become a burden upon the government or the public.

"It is illegal to pay any government official or employee a salary or wage greater than \$50,000 per annum, except the President, who shall be paid \$51,000 per year salary. This honor is reserved for the President alone.

"Under no circumstances will any citizen, minor or alien, be allowed or permitted to acquire in any manner any wage, salary, annuity or income of any description in excess of \$51,000 per annum, without surrendering said excess to the government.

"Five per cent is the maximum allowable net income or dividend permitted to be acquired on any business or investment, either private or public, and all income or dividends earned in excess of 5 per cent except allowable expense for depreciation, must be surrendered to the government as excess profits.

"All citizens, aliens, minors (with income of more than \$1,000 per year, parent or guardian being held responsible for minor), companies, corporations or associations are required to file an income report annually, certified by the Federal Auditing Department, on blanks furnished by the government. All reports must be sworn to and any person found guilty of false or fraudulent statements in any income report will be punished in accordance with the law that requires an offender to serve one day in prison for each dollar that he (or she) is found guilty of defrauding or stealing.

"(For details see 'An act governing taxes on incomes.')

You scratch your head and think that over and exclaim to yourself: "Sufferin' cats—a day in jail for every dollar you steal. A million dollars, a million days. Well, it's easy to figure anyway." And so you go on studying the rest of this tax business; you glance back at the sheet and find it reads like this:

"Information Regarding Inheritance Tax"

"Upon the death of a citizen the Federal Auditing Department must be notified, whereupon said department shall take charge of the financial affairs of the deceased citizen and compile and issue a true statement of deceased citizen's finances, certified copy of which shall be turned over to the Federal Court in district where deceased citizen resided.

"The federal court shall make disposition of the estate of deceased citizen in accordance with the laws governing settlement of estates and in accord with the federal inheritance tax law, salient features of which are, briefly, as follows:

"No citizen is permitted to give, convey or bequeath to any one person, either citizen, minor or alien, related or otherwise, any sum in excess of \$1,020,000. Any citizen may give or present to any other citizen (or minor or alien), any sum up to \$1,000 without the necessity of having the transaction recorded with the Federal Auditing Department at the time of such transaction (such transaction must appear in citizens' annual reports) but any gift of any sum in excess of \$1,000 to any person at any time necessitates having the transaction recorded, when such transaction takes place, with the auditing department, by both the donor and recipient and made a part of their respective records.

"Any citizen may will or bequeath his or her estate to any person or persons he or she may designate, in any amounts he or she may desire, providing no person may give, will or bequeath more than \$1,020,000 to any other one person.

"Any sum left in excess after beneficiaries have been awarded the sums named in a will (not to exceed \$1,020,000 to each beneficiary) shall be forthwith confiscated by the government and made a matter of record.

"(For further details regarding inheritance taxes of citizens, minors and aliens, see 'Laws governing settlement of estates of deceased persons', and 'An act governing federal inheritance taxes'.)

After studying over this "schedule" and other information you grab an air taxi and hurry back to your own neighborhood and look up your old friend, number 1234-U, that good old timer, retired out of the Auditing Department, who seems to know everything about everything and delights in answering your queries. You have at least 1,000 questions that you want him to answer, and so when you are both seated comfortably you lose no time in getting started:

Questions and Answers

Q. Say, old timer, under this system you have now, may I own my own home?

A. Sure, if you want one; they're cheap.

Q. Might I own a building or apartment house and rent stores, offices or apartments?

A. Certainly you may own and operate any kind of a business, farm, hotel, apartment house, store, or in fact almost anything you wish. You may own stock in any private business but you may claim only five per cent profit on any business or draw five per cent dividends on any stock owned. All over five per cent goes to the government. Of course you could not own any stock in the public utilities—they are owned outright and operated by the government at a margin no individual, company or corporation could hope to compete with.

Q. Then may I own all the land that I may acquire?

A. You may own all the land that you can pay for, if you think it will do you any good to own it. Any profits you may make on it over five per cent will be forfeited.

Q. Might I own a mill or factory or mine or a bank?

A. You may own a mill or factory and make up to five per cent on actual investment. Your limit would be \$51,000 gross per year or \$25,550 net when you paid your annual income tax, but as for the bank, no—there are no private banks. The government does the banking; that's a public utility. As for the mine, well you can stake out a claim and work it, but all the mineral wealth below the surface belongs to the government. Your "claim" merely entitles you to a "lease" on the minerals and you may make up to the limit income. The big coal, iron, copper and zinc mines that are rated public utilities, are operated by the government, and while you may if you want to, you would be foolish to try to compete with them, and as for a privately owned bank, that would be like trying to start a postoffice of your own.

Public Utilities?

Q. What are these public utilities you speak of?

A. Why, public utilities are the departments furnishing the necessities of life for the average citizen: food, clothing, shelter, medical attention, means of communication, transportation and the necessary organizations to take care of financing these things. These matters are too vital to the public to

allow any individual, or group of individuals, to control them. It is the duty of the government to its citizens to take care of and provide these necessities at cost, and in return it is the duty of the citizens to uphold, protect and defend their government, even to the extent of sacrificing their lives, if necessary. You see, we now have a government "of the people, by the people, for the people". But to more fully answer your question, public utilities are: the means of communication—the postal department, telephones, radio, television, teletype, daily news service, etc.; the means of transportation—railroads, bus lines, surface ships, airships, transport planes, etc.; the departments of finance—such as banks, taxes, insurance, loans, etc.; the departments furnishing the necessities such as water, heat, light, power, fuel, standard shelter, standard foods, standard clothes, medical and surgical care, etc. As I said before, the necessities of life are considered "public utilities" and the government assumes the responsibility of seeing that all citizens are given the opportunity of earning them. Failure to accept the opportunity, unless you have an income, a business or private employment, will probably land you in jail for no one is allowed to beg. It is considered as bad as stealing and is punishable at the rate of a day in jail for each dollar you are guilty of begging.

Q. What do you mean by "standard" shelter?

A. The government builds, owns and rents to its citizens several classes of dwellings and several classes of apartments, depending upon their finances and how much rent they wish to pay, although you can own or rent a private non-standard house or apartment if you wish.

More Questions and Answers

Q. Well, listen, old timer, your tax schedule says half a man's taxes go towards his retirement fund. How about some poor laborer who only makes \$4 or \$5 a day and pays little or no taxes, how can he retire at 60 years of age off five per cent payments on his retirement fund? Gee, he wouldn't have any retirement fund or it would be so small that five per cent on what he had saved wouldn't buy his salt.

A. That's misleading. You see laborers don't work for \$4 or \$5 a day—you forget this isn't 1931. Laborer's minimum pay is around \$10 per day, and that means that they draw around \$2,400 or \$2,500 or better per year, and while their taxes are small, they can deposit \$400 or \$500 per year to the credit of their retirement fund and still live pretty well, and after they have done that for 40 years you see they do have quite a good-sized retirement fund and it does pay them a pretty neat annuity. Then, too, you do not realize that we don't have very many common laborers any more. Machines do most of the work the laborer used to do. Men who in your time would have been laborers are "operators" now and get \$15 to \$20 per day. Mechanics' pay runs from \$20 to \$30 per day so you see they do have an opportunity to retire on a fairly good income. Another thing for you to consider is prices. Mass production, such as we have now, turns out the necessities, and luxuries, too, so cheaply that the average person can afford to save part of his wages by adding it to his retirement fund. The five per cent law does away with adding 200 or 300 per cent profit to the cost of a product. Your money buys far more these days than it used to in your time. Automobiles, airplanes, radios, refrigerators—all these things are turned out by machinery so easily and cheaply that they sell for only a fraction of what they used to cost in your time. Ordinary

food and clothing are cheap, rent is low, there are no doctor or hospital bills to pay, the cost of amusement is extremely reasonable (we have neither \$1,000,000-a-year movie queens nor prize fighters now), education is free; no, you don't have to worry about the "poor laborer"; he is getting along all right.

Q. Oh, that's why I don't see any poor looking bums around, eh? Well, what about a fellow who is a millionaire—can he keep his wealth?

A. Sure; there are lots of millionaires, but not many multi-millionaires. The inheritance tax stops that and it doesn't do a fellow any good to own much more than \$1,000,000—he forfeits the excess income. Here's how it works: If you have \$1,020,000 invested at five per cent you draw dividends amounting to \$51,000 per year. That's the limit. Any dividends, or income, amounting to more than that is confiscated by the government annually, and, of course, would do you no good personally. However, quite a few men and women do own much more than \$1,000,000 and do draw more income than \$51,000, and seem to delight in being taxed the surplus. They sort of feel heroic for being able to turn this extra money over to the government every year. So you see when you have accumulated \$1,020,000 you are retired and draw "the limit" at 40 with no necessity of doing any further duty.

The Lazy Bums

Q. Why do people only work four hours a day and five days a week?

A. Because that's enough to take care of all our needs, both necessities and luxuries, and keep everybody busy. In peaceful times like these it's enough to keep our work "caught up". Besides that's the law for both public and private employment. In case we get behind in our work or in case of an emergency, Congress can easily change the law to read five, six, seven or eight hours per day and then reduce it again when the need or emergency has ceased, or Congress can lengthen or shorten our vacation periods.

Q. Good Lord, you have vacations, too? And working only 20 hours a week? You must have to work pretty hard to keep everybody supplied with everything they need and with all the luxuries they seem to have?

Real Production by Real Machines

A. No, we don't have to work very hard. You see we have real machinery now to do our work, not the antiquated, crude contraptions you used to have in 1931. And while we don't work so very hard we keep moving, and anyone caught "laying down" is looked upon as "yellow," a "slacker," and is punished for it the same as he would be for "neglect of duty" in time of war. We don't tolerate "slackers" in industry, especially when employed by the government.

Q. How about this Congress, is it the same as we had in 1931?

A. Well, no, it has been changed a lot since your time. We do not have two "houses" any more; just one body called Congress. Each Congressman represents a certain number of citizens and is elected directly in his district. The President is also elected by a direct vote and acts as chairman in Congress. He is really a Congressman-at-large. He has no veto power and Congress is supreme as to laws. The Supreme Court acts in an advisory capacity to Congress but has no power to declare an act of Congress unconstitutional. Its powers with Congress are only persuasive. The judges, too, are elected, not appointed like they were in your time.

Q. Well, what about the state; where does it come in?

A. The state still exists but is, to all intents and purposes, merely a subdivision of the federal government. The federal laws cover the nation so well that the state laws are almost uniform. Any action on the part of the state is subject to the approval of Congress.

Q. What happened to the old stock market?

A. The 5 per cent maximum profit law just about did away with "stock gambling"—the incentive for high profits is gone. You can still buy stock, all you want, in private enterprises that is almost sure to earn you 5 per cent. There isn't the intense competition there used to be. The "highly competitive" system was found to be disastrous—in fact the cause of most of our old troubles.

Q. What became of the old insurance companies, power corporations, oil companies, etc., that you call "public utilities" now?

A. Government took them all over and the old stockholders, officials and employees who were not retired, or who have not been retired since, are doing duty in their respective departments for the government. Most "business men," "contractors," etc., are doing much better working for the government, and are much "safer" than they were dabbling in business under the old system and running chances of going broke any time, and they realize it, too. Of course the working people are immeasurably better off—no one needs to be without a job or go hungry nowadays.

Q. I suppose you think this system you have now is just about perfect, eh?

A. No, not perfect; it still has lots of flaws in it, but we have, we think, the best economists in the world studying it all the time and suggesting improvements, and we are confident that we are making improvements all the time. However, we hardly hope to ever reach perfection.

You ask your new friend many questions about various matters including the "booze" problem, racial problems, etc., and he tells you how they have handled them up to that time, and you think these things over and decide that the system they are using is sort of "socialistic" and the idea frightens you. You remark about it to your friend and he tells you, "Sure it's socialistic, but you don't need to be afraid of that. It won't bite you. Anything done for the benefit of the majority is 'socialistic.'" You see back in your time all the wealth got into a few hands and the country sank into a depression so bad that something had to be done, so they changed things, and this is the result so far. How do you like it as far as you've gone?" And you answer, "Fine so far."

Reveille

And then your friend asks you, "How would you like to go back to the 'good old days' of 1931 again?" You are just about to answer "Nothing doing" when a confounded alarm clock wakes you up and here you are right back where you started from in the middle of the depression of 1931. Ye gods—what a jolt! What a brainstorm that was! You remember setting that dog-goned alarm for six o'clock so you could get up early to go look for a job.

Ye-uh, you did have a couple of drinks last night—a friend set 'em up. Gee, this stuff these 1931 bootleggers peddle is something terrible, or is it the "depression" that makes a fellow dream like that?

Finis.

WOMAN'S WORK

(Continued from page 474)

our readers are sincerely urged to join. Learn the facts and forget the ballyhoo!

The spread between the price the producer receives and what the consumer pays is still out of all reason. Recently I bought some feed for my pigeons. I paid \$1.90 for 100 pounds of wheat. The farmer may have received 50 cents for it. The other \$1.40 represented the cost of delivering to the warehouse and the wholesaler's profit. The cost of delivering from the wholesaler to the consumer I paid separately. Considering the work and time represented the wholesaler's price seems extortionate. However, compared to the profits made on the same wheat manufactured into breakfast food it is a trifle.

GAMBLER'S DEAD HAND ON BUILDING INDUSTRY

(Continued from page 466)

that we can hardly realize is the only possible solution of the present deflation level of commodity prices. In my opinion there is no other solution.

"This has already begun. Germany has ceased to pay, and in my opinion never will pay again on the old scale. Australia cannot pay in 1931 wheat and wool for 1918 dollars. Mexico has abandoned the gold standard and will pay her debts in silver; this is just another way of repudiating them—marking them down 70 per cent. Brazil cannot pay with coffee at 1931 prices for boom price dollars.

"What else do all these real estate foreclosures throughout the United States mean, except that this system has already begun in this country? Expensive money cannot be paid with cheap rent. The situation is complicated here, as in all other cases I mentioned, by the fact that deflation brings not merely low prices but stops the flow of business altogether. I believe that credit was never so thoroughly destroyed as it is this moment. For instance, there was the run on the Bank of England, in which was involved in a few weeks more than \$100,000,000; more than one-eighth of her gold.

People Hoarding

"We have panic here also. The people have resorted to the methods of the European peasants by hoarding their gold under the earth, as it were. It is being hoarded in mattresses, tin cans and in safe deposit vaults by men who should be ashamed of themselves for such practices.

"To sum up the situation in plainer words, no one trusts anyone else. As an outstanding example our country is hoarding gold, more than \$5,000,000,000 of it. For the first time in the history of the world we have more than a dollar's worth of gold for every dollar in circulation.

"Today we have \$152,000,000 of gold, against which no currency has been issued. Our gold basis is ample

for \$12,500,000,000 worth of currency. There is \$4,800,000,000 outstanding. The figures become fantastic when translated into terms of possible credit."

UNION OPERATOR LINKS ARCTIC WITH HOME

(Continued from page 463)

pedition a success to meet the boat at Wiscasset, Me. Six other operators responded. It was found Ralph had kept best contact and he was chosen for the 1929 expedition. This trip was very satisfactory and he was invited to accompany them again this year, and through the National Broadcasting Company of Chicago, where Ralph is employed as radio engineer, a leave of absence for four months was arranged, and he is again in the North Lands. The last message received August 10 was from Brewster Point on the north side of Frobisher Bay, Baffin Land. He reported everyone well and happy, and the boat moving slowly northward. The objective of this trip is to map this country which has never been done. An airplane of the Lockheed-Vega type accompanied the expedition and will assist greatly in the work.

"The aurora borealis is gorgeous this year although causing much static and interfering very much with radio communication.

"The boat will leave Nain, Labrador, about September 8 and will arrive at Wiscasset about September 22."

NEMESIS AT BOULDER DAM IS SWIFT

(Continued from page 457)

toms are fever, dysentery and other symptoms, usually connected with poisoning from contamination. How many have actually died is not known. It is very great.

"They claim that the food served in the cook house is not so bad and there is a lot of it; but that the bad results come from the lunches brought out. One theory was that the meat was treated by some preservative and it decomposed into a virulent poison. That is now being investigated.

"The highest mortality for one day in the way of accidents came from the explosion of a delayed round of shots in the cavity. The first round went off. After waiting a while the men were ordered in and got the full benefit of the blast.

"Other accidents occurred when the men were lowered for drilling holes with their jacks on the side of the canyon walls. Lowered into position in some cases the rope broke or in others it was surmised the men were overcome by the heat. You can take your choice.

"Work can be had there if one can stand the heat. The pay isn't much, being 50 cents per hour for labor. Few can stand it long in that heat. Below, one day before I left, it registered 143 degrees in the canyon. Only the strongest vitality could work under such conditions for any length of time.

"The men are charged \$1.50 for such board as they get, 10 cents for hospital per day, and a poll tax of \$5.00 if they work 10 days. However, I question if they will dock them this on the dam work. They did building the railroad. What with deductions of one sort or another, the men knock out \$2.00 a day, provided they don't buy anything in the commissary.

"It is a coming and going job. Men work there a short time and quit. The heat gets 'em. But then, men are coming and going all the time and they are reaching Las Vegas from many directions. However, on account of the heat, even with the present unemployment, I noticed that there were not so many white men waiting work.

"It's a good place to stay away from. Las Vegas is active in a business way and is making the most of the opportunity; but the government has its own city at Boulder.

"I don't suppose any person who has not been through it can realize the terrific heat and how it gets a person down there. I had heard of people cooking eggs in the sun, and I didn't pay much attention to it. But I actually did see them break an egg outside the Boulder Club and observe it cook and be turned over. I'll say it was hot.

"When the weather cools I expect that many more will go there and that many more will stay more steadily on the job with fewer chances for work. The contractors are not driving the men. They couldn't if they tried. They are lucky to get what work they do from them.

"The government, I understand as I left Las Vegas, was investigating the cause of so much serious sickness and the way the men were dying like flies. They are also probing the numerous accidents and are trying, I was informed, to have some more effective safety rules carried out on the job."

"WELL, I QUIT MY JOB AT THE DAM"

Victor Castle, a young man, writes a letter to Fred H. Moore, a Los Angeles attorney, which appears in the August 26 "Nation". This letter recounts Castle's employment experience at the Dam, supplying facts that have not hitherto appeared in other news sources. He confirms the report that nothing scientific was done about heat prostrations. He concludes by saying, "the fact is that the United States government is permitting the 'Six Companies' to 'get away with murder' on a grand scale."

**DIAMOND-SHAPED BUTTONS**

To wear in your coat lapel, carry the emblem and insignia of the I. B. E. W. Gold faced and handsomely enameled. **\$2.50**

UNIVERSAL FIVE-DAY WEEK ON HORIZON

(Continued from page 462)

Asks Government Building Program

"We urge that the federal, state and municipal governments inaugurate and introduce a government building and construction program which in operation will enlarge and increase the opportunities for the unemployed to secure work. The building and construction plans of all these departments of government should be sufficiently comprehensive to take up the slack of unemployment so that working people may become wage earners supplying their families with food and clothing out of their earnings rather than to be the recipients of charity. We further propose that a plan of stabilization of industry, of economic planning, of a thorough, definite and accurate survey of economic needs and of the actual adjustment in working time required in order to supply all with an opportunity to work, be formulated and put into effect.

"For the purpose of dealing with the unemployment situation and its serious consequences in a constructive and practical way, the executive council expresses the opinion that the President of the United States should assemble a national conference of representatives of industry and labor. Such a conference could deal with the subject in a direct way. It could do more to assist and remedy the distressing unemployment situation than legislative bodies could hope to accomplish. In fact, it does not seem that any other agency could deal with the subject except labor and those who own, manage and control industry.

"The owners and managers of industry are the employers of labor. They possess the right to employ workers or to reduce their working force. If the constant menace of an army of unemployed, numbering many millions, is to be removed, then employers of labor must adjust working time so that all able and willing to work may share in an equitable distribution of all work available.

Wants Long-Time Planning

"A national conference, such as the council recommends, should be called. It would stimulate buying power, restore confidence, overcome in a very large degree, the psychological condition which seems to have frozen the purchasing power of millions of people. A conference of this kind would produce a most widespread effect for good.

"It is the opinion of the executive council that industry and the government must face this issue by providing work for the unemployed or have imposed upon them, through legislation, plans for unemployment relief and human sustenance.

"The cry of distress is so increasing in volume and the sympathies of the workers and their friends are becoming so aroused as to create an irresistible

demand for work for all willing and able to work, an opportunity for all to earn a decent living, or relief through legislative enactment.

"The council sums up the situation as a choice between employment, work for all willing workers, or the development of an irresistible demand for unemployment relief legislation. Industry cannot prevent unemployment relief legislation if it refuses to supply work.

"Some individual employers have met the situation by adjusting and readjusting the working time so that all employees have been accorded an equal share of work available and as a result none have been discharged. Industry collectively ought to be able to do what individual managers and owners of industry have found it possible to do. This is their obligation. This is industry's responsibility, and the executive council believes the question which must be answered is, will industry face its obligations, discharge its duties and assume its responsibilities?

"The executive council believes that it is its duty to remind industry that its right to exist and its right to function rests upon social sanction. It cannot be unmindful of these social sanctions. Under our social order labor is dependent upon opportunities for employment. Without work opportunities labor is powerless to buy, and the great consuming market of the nation is destroyed."

ONE NIGHT WITH TOM BROADBENT

(Continued from page 469)

were the marks of culture and refinement that had passed down through generations.

I soon became conscious of an uneasy feeling that something must be wrong. This was not the home environment of machinists. Other calls of this nature had led me to other sections of Boston where I felt more at home; near railroads, gas houses, crowded streets, swarming with children, but dusty and bare of trees. Here there seemed no children, and everywhere seemed peace, security and content.

Imposing Residence

I paused and drew out my note book; yes, that was the address—83 Brattle Street. I walked along with misgivings that gave way to certainty of error when I came to an apartment house with the gold lettering of number 83. The entrance was guarded with a massive, hand-wrought, iron gate, through which could be seen a lawn studded with garden beds, leading to the main entrance. Something must be wrong—this could not be the home of a machinist!

There was nothing to do but see it through. I opened the gate with something of the feeling of Jack as he entered the giant's castle. I walked along expecting the giant, in the form of a liveried and forbidding doorkeeper, to bid me be gone. Turning, quietly, the handle of the massive oak door, I en-

tered and found myself in a marbled entrance. On one side were rows of names with telephones attached. I looked them over, and—sure enough, there was the name of Thomas Broadbent.

I pressed the button and heard Tom's voice in reply and on learning who the caller was he invited me up. The door clicked and I stepped into the inner hall. Lucky enough another guest came in at the same time and walked to the elevator. I followed, trying to assume an air as though I, too, lived somewhere above. He pressed several buttons and the elevator glided upwards and stopped. He got out and then, discovering that I had not noticed the number of Broadbent's suite, I hurriedly hopped out after him.

Grand Dame Appears

Now what would I do next? Where would I find him? I was aware that in a place like this it would not be good form to run shouting his name, like a hotel page, down through the corridors. I walked, with soft tread, back and forth, hoping that he would come from somewhere. Finally, bracing myself, I knocked, with a genteel knock, on one of the doors. The door opened and I was confronted with a woman of stern visage, one who looked as though she were the ancestor of all Colonial Dames. After what seemed a terrible long pause I found my tongue and stutteringly inquired if she knew the apartment Mr. Broadbent occupied. She gave me a penetrating "once over" and with the most emphatic of no's, closed the door.

My nerve was now wilting fast. How could I get out? Again luck was with me. A couple came down the hall and I trailed them to the elevator and with them went down again to the first floor—or, to be more exact, the vestibule.

Would I beat it, or give it another try? The spirit of adventure was again mounting and I decided to see it through. I found the number 54 over Broadbent's name and decided that this must be on the fifth floor. Back to the elevator I went. This time alone. How did it run? I looked over the buttons and knobs and wondered if it was safe for me to mount alone. If I pressed the wrong one would I go up through the roof or down through the cellar. Drawing a deep breath I pressed number five. Nothing moved. The training of job shop days was awakened. I had to fathom the system. I then discovered that the outer door was not closed tight. I corrected this and again pressed the button and with a swish I began to glide upwards, 2, 3, 4 flashed by and with relief I stopped at 5. Opening the door I stumbled into the arms of Broadbent, who had been waiting and wondering what had happened to me.

Inviting me into his apartment, I was guided to a heavily cushioned window seat, overlooking the garden views below. Broadbent excused himself for a minute and I began to recover my equilibrium, which had been much upset in the encounter with the stern dame some-

where above. I casually surveyed my surroundings. On the walls were banners of Harvard, Yale and other leading colleges. On shelves and bookcases were silver and bronze trophies and shields. In an adjoining room I could see two strapping young fellows studying and taking notes from a stack of books.

Settled Problems of Universe

Broadbent returned and with a smile of welcome proffered me a box of cigars of tempting aroma. I was pleased to be informed that he was glad I had called. He had been at the office on Saturday, after closing hours and had intended to send his book with payment, but had been delayed, "but," he said, "now that you are here I would be pleased if you would stay for awhile and have a little chat."

Did we chat? For me it proved a night of stimulating contact. We discussed, reminisced and roamed through every conceivable subject, in the course of which I learned of the young men in the other room and how the banners and trophies came to be about the walls of a machinist.

Broadbent's wife had died several years before, and, having been financially well placed, had always had an attractive home, consequently he dreaded the thought of ever being confined to a hall room atmosphere. For several years he had maintained this apartment and sublet two rooms to college students. The two in the other room were captains of the Harvard baseball and track teams.

I being a good listener and Broadbent a most interesting talker, I followed his stories of earlier days, when he had suddenly conceived the idea of running away from a good home, with bright prospects of the future, just for the adventure. His home was in Stratford-on-Avon, the home of Shakespeare. Photographs were brought forth showing beautiful scenes of rural England near the county in which he was born.

From there I followed him as he recalled his career as a gun maker in Connecticut, when gun making was largely a highly skilled hand art. His work had been largely on gun barrels, and done on a contract system. The work was well paid in those days and he had amassed a comfortable sum for later years, a sum that made him somewhat independent of his present wage—which also explained his apartment and why he could locate in such a neighborhood.

I learned of his chief recreation in other years; the owning of fine-blooded, fast-stepping horses. And as he dwelt on memories of those days, recalling his drives along the Connecticut valleys, I could understand why he had never become reconciled to high speeding automobiles.

We talked and discussed until the college boys in the next room retired and until all was quiet in the surrounding neighborhood. Realizing that the time must be approaching, and already past the time that could be called late, I arose and signified that I knew enough

to go before the milkman came on his rounds.

Broadbent then drew out his wallet and handing me a \$20 bill requested that I credit his report for several months and the remainder toward our unemployment fund. And placing his hand on my shoulder requested that I be sure to keep his report in good standing should he again be delayed in the future: "I know that there has been need for organized labor in the past and I know the need will be greater in the coming years."

Out on the street the houses were wrapped in darkness and every little stirring breeze brought the scent of early summer blossoms. Somewhere in the distance a clock bonged the lonesome hour of one in the morning. Shades of the Lowells, the Cabots and the Eliots, I mused, wandering about in search of the way home, who would ever think of locating a union machinist in this neighborhood!

MASS MANUFACTURING AND WAGE CUTS

(Continued from page 465)

paid for the set there was a nice little item of "cost of sales". How much cheaper would you be able to buy that radio today if the wages of the men who put it together were cut in half? Not much! The radio company would probably put on more high pressure salesmen to get sales volume on a lower list price.

Cites Actual Figures

Next, let us consider one other electrical home product. I have had occasion to investigate the facts. The cost of the material in that particular article was approximately \$58.65—and the direct labor in assembling it roughly \$16.35. (The factory overhead on direct labor I have not included, but it is safe to assume that overhead on direct labor ranged anywhere from 100 to 300 per cent—but the workmen were paid only \$16.35 in actual cash for putting this article together.) For labor and material we can see a total factory cost of not over \$75. And yet, that article sold to the consumer for \$200. The workmen who made it received only \$16.35—but the sales distributor who sold it took \$80—or 40 per cent—and the manufacturer received the balance. (Much of the dealer's "cut" went into sales expense and quite a bit of what the manufacturer received was buried in "development" charges.) How much less than \$200 do you suppose that article would sell for if the wages of those workmen were reduced from \$16.35 to \$8.20—or approximately half? Not much. They would probably do some more decorating on the show windows and put on a few more high pressure salesmen to get sales volume on a lower list price!

You could go on like that through a score of articles in every day home use. Some manufacturers in the appliance field realize that there is a tremendous

waste and duplication of effort in the marketing of their products and a number of them are honestly trying to coordinate their sales forces, reduce selling costs and pass on the resultant savings to the consumer. All of the savings, however, cannot be passed on to the consumer. Modern industry has already gone too far in pruning production costs and some of the savings will have to go back to the factories in the form of stabilized, livable wages!

If we could ever find out, it would be interesting to know the percentage of workmen in the electrical manufacturing plants who actually own an electrical refrigerator. How many of them own a sun-lamp? Or an ironing machine? Or a washer? (I am not going to press the subject of electrical, portable home cooling or electric home heating by off-peak rates from the power companies. Those two developments are as yet too new and too high-priced for the average wage-earner. Home electric heating is too expensive for the executives of the company fostering its sale.) I wonder what percentage of workmen fabricating electric ranges actually own an electric range—to say nothing of getting enough in wages to pay for the current costs in operating one? Even with employee discounts I imagine—although I have no way of knowing exactly—that there is a very small percentage of electrical workmen in the factories who can afford to purchase the many ingenious devices their employers are continually bringing out.

And this is a pity, because the electrical industry has contributed more in human comforts—and has more possibilities of further lessening household drudgery—than any other industry in the history of man. Every employee in the electrical industry should have a modern electrical home and should be getting sufficient wages to make such a home possible. The employees of the electrical industry should be the first to enjoy the comforts electrical energy can bring. No better recommendation of an industry would be needed than the fact that the industry's own employees were enjoying its many benefactions. No better answer to the industry's critics could be obtained.

We in the electrical industry spend too much money every year advertising our merchandise—millions of dollars of it advertising to get the workmen of some other employer to buy our merchandise. We ourselves do not get enough in wages to buy the products we make for others. And it is a notorious fact that in the electrical industry we have more duplicated sales effort—and more costly selling—than in any other line of specialty selling! Yes, sir! The answer is: keep production costs up and cut the cost of selling!

A bad man is wretched amidst every earthly advantage; a good man—troubled on every side, yet not distressed; perplexed, but not in despair; persecuted, but not forsaken; cast down, but not destroyed.—Plato.

JOB TIME KEEPING DISCUSSED BY EXPERTS

(Continued from page 461)

method—and the scheme developed by Mr. Killen should be acceptable and adopted by each Guild member in the near future. It is possible that satisfactory results might be secured at this time by subdividing the job into a limited number of units and then the general scheme might be enlarged until something almost as detailed as Mr. Killen's chart could be adopted.

JOHN A. KELLY,

Director of Research,

Electrical Guild of North America,
Washington, D. C.

Engineer's Statement

Mr. Beyer places the Killen plan against the larger background of union co-operative management.

The job control record which Brother Killen has developed reveals considerable ingenuity on his part. It is evident that here is a man who has the ability to do some constructive thinking and who sees his work in a new and larger way. That he has read and studied would appear from the fact that he is familiar with the works of H. L. Gannt, Walter N. Polakov, Wallace Clark and others.

The reliability of his control record hinges around the correctness of the labor cost estimates to do the detail jobs listed in Space 2. However, since the success of the whole job as measured from the cost point of view is determined by the ability of the contractor, his foremen and workers to perform the work in keeping with the details, it stands to reason that the method which Brother Killen has developed to keep check on progress is reliable. I can find nothing inherently wrong with his scheme.

Like all things of this kind, the introduction and maintenance of shop records calls for added clerical work on the part of foremen and operatives. In the first place on a complicated job it would be necessary to detail to some clerk the preparation of weekly job charts. These charts would then be placed in the hands of the various foremen concerned and they in turn would proceed, with the help of the operatives, to fill them in from day to day. While this might be considered an added burden it does not strike me as sufficiently heavy to preclude the use of Killen's chart with considerable benefit. The chart is simple enough to be practical in the electrical construction industry.

I was particularly interested in Brother Killen's appreciation of the necessity for labor unions, such as the International Brotherhood of Electrical Workers, to step out and make technical contributions to industry for the sake

of securing greater job control. His particular predicament seems to have been that he has been all dressed up but has had no place to go. This, as I see it, is due to the restricted function of labor unions in industry, partly due to the unwillingness of local unions as well as local employers to enlarge the scope of usefulness of groups of organized workers. Had Brother Killen been functioning in an environment where unions not only handle grievances and attempt to adjust wage scales, but also work constructively with management to further their particular industry, he would have found a ready outlet for his ideas. And what is more, his union would have gotten some benefit therefrom. As it turned out, the best he could do was to turn his ideas over to a technical magazine which published them for the benefit, not of the union, but of the employers, union as well as non-union.

Brother Killen's case is a typical one. There are thousands of Killens inside the electrical industry, the good of whose ideas are lost to the rank and file just because the machinery has not yet been developed to mobilize their ideas in such a way that the unions and their constituents can share in the resulting benefits. Fortunately the situation can be remedied without a revolution. We have pointed the way, as you know, on some of the railroads and in some of the machine tool plants. Similar possibilities are available to the electrical construction industry.

O. S. BEYER,
Consulting Engineer,
Washington, D. C.

Labor Research View

Mr. Hedges suggests historical significance of Killen's proposal, and points out that, whether this particular chart is "the thing now", the important fact is that union men are thinking in terms of scientific management.

I do not believe it is the province of this department to pass on the technical value of this plan. This has been done, both from the point of view of the employer and the engineer, by Mr. Kelly and Mr. Beyer. I do believe at this time that it is worth while to indicate the changes in attitude toward so-called scientific management in its relationship to labor.

In 1915 a report was made on scientific management in its relation to labor by John P. Frey, then editor of the *International Molders' Journal*, now secretary of the Metal Trades Department of the American Federation of Labor. This report was in conjunction with Robert F. Hoxie, professor of economics, University of Chicago, and Robert G. Valentino, industrial counsel. At that time, the committee said, with the endorsement of Mr. Frey:

"Two essential points stand forth.

The first point is that 'Scientific Management', at its best and adequately applied, exemplifies one of the advanced stages of the industrial revolution which began with the invention and introduction of machinery. Because of its youth and the necessary application of its principles to a competitive state of industry, it is in many respects crude, many of its devices are contradictory of its announced principles, and it is inadequately scientific. Nevertheless, it is to date the latest word in the sheer mechanics of production and inherently in line with the march of events.

"Our industries should adopt all methods which replace inaccuracy with accurate knowledge and which systematically operate to eliminate economic waste. 'Scientific Management' at its best has succeeded in creating an organic whole of the several departments of an institution establishing a co-ordination of their functions which had previously been impossible, and, in this respect, it has conferred great benefits on industry. The social problem created by 'Scientific Management' does not lie in this field. It is in its direct and indirect effects upon labor that controversy has arisen, and it was in this field that the investigation was principally made. For the present, the introducers and appliers of 'Scientific Management' have no influences to direct them, except where labor is thoroughly organized, other than their ideals, personal views, humanitarianism or sordid desire for immediate profit with slight regard for labor's welfare.

"The second point is that neither organized nor unorganized labor finds in 'Scientific Management' any adequate protection to their standards of living, any progressive means for industrial education, or any opportunity for industrial democracy by which labor may create for itself a progressively efficient share in efficient management. And, therefore, as unorganized labor is totally unequipped to work for these human rights, it becomes doubly the duty of organized labor to work unceasingly and unwaveringly for them, and, if necessary, to combat an industrial development which not only does not contain conditions favorable to their growth, but, in many respects, is hostile soil."

This point of view is valid today, save that labor leaders and industrial engineers have moved nearer to an understanding. Mr. William Green has appeared before the Taylor Society and addressed it. The Taylor Society itself has moved almost to a position of endorsing unionism as an important factor in production. Mr. Morris L. Cooke, on his retirement from the presidency of the Taylor Society two years ago, made a guarded plea to the engineers to reconsider their attitude toward unionism. This year with Mr. Cooke as chairman, a committee has drafted an industrial code, which, though tentative, only, has received tentative support of the Taylor Society. This code virtually elevates the real union to a position in production above that of the company union. Such engineers as Mr. Cooke, Mr. Geoffrey Brown, and Mr. Beyer have proved the value of unionism purely from a technical point of view, apart from the social value of the labor organization.

While these important changes were taking place, so-called scientific management has pretty completely permeated all industry in some form or another. The industrial United States stands first in technological excellence in the world today. This is conceded. Our engineers are sought by the Russian government for consultation in the building of Soviet industries. Our branch factories invade every civilized country, but the remarkable fact about this technological advancement is that it rests entirely upon a highly-trained, tool-conscious, competent labor group. When Russia embarked upon its five-year program, it discovered, to its amazement, that Russians were not natural born mechanics. They could import American engineers and build American factories, but they could not give their workmen that degree of skill necessary to real production. The spoilage in Russian factories is said to reach at times the stupendous amount of 50 per cent. To use a much abused expression, American workmen are industry-conscious. They are born with a tool and machine sense. This is invaluable to management when it undertakes its scientific increases in production. It seems inevitable, therefore, that with the attainments of American engineers and the tool sense of American workmen that the American nation will go on developing in a technological way. This is what is actually happening, and I, for one, can see little likelihood that this trend will be interrupted or arrested. The only hope is that the anti-social factors in scientific management will be offset by the unionization of plants where this scheme of production obtains.

The so-called building industries have been freer from the follies of scientific management, probably more than any other basic industry. Still, there is plenty of indication that even these have felt the influence of the efficiency engineer and the efficiency architect. Important, therefore, I believe, it is for the union to study this trend toward efficiency methods and scientific management in the electrical construction field, and fortunate, I believe, it is that we have in Mr. Killen, and his associates, someone who has begun on the job to make these job analyses and these time studies.

M. H. HEDGES,
Director of Research,
International Brotherhood of
Electrical Workers,
Washington, D. C.

"LEAF AFTER LEAF DROPS OFF"

By WALTER SAVAGE LANDOR

Leaf after leaf drops off, flower after flower,
Some in the chill, some in the warmer hour:
Alive they flourish, and alive they fall,
And Earth who nourished them receives them all.

Should we, her wiser sons, be less content
To sink into her lap when life is spent?

URGE THAT NO ONE DRIVE CAR FOR HALF-DAY AFTER DRINK

Complete prohibition of alcohol for any one who expects to drive an automobile within a half day or so thereafter was advocated by a deputation of British physicians who recently presented this view to the Ministry of Transport in London. Even if a driver is not noticeably affected by what he has drunk, said Sir Arthur Newsholme, spokesman of the deputation, the alcohol acts to slow up the nervous and muscular reactions which the driving of an automobile requires. To shift gears or to put on the brakes of an automobile in case of sudden danger takes the ordinary individual, Sir Arthur said, about one-fifth of a second. The average person who has had a "moderate" dose of alcohol needs about twice this time for this same task. With the high automobile speeds now common on country roads or even in traffic this extra fifth of a second of delay may be the cause, Sir Arthur argued, of an accident or a death. Even at the relatively slow speed of 35 miles an hour, an automobile will run an extra twenty feet, the deputation computed, in this additional fifth of a second. Not only does alcohol slow up the drivers' reactions, the deputation argued, but it decreases the skill and precision with which one makes the many delicate movements of the muscles needed to control a modern automobile. It has been the practice of railroads for generations to prohibit alcohol altogether for employees who are soon to be on duty. The same rule should be applied, the British physicians urge, to drivers of the equally dangerous vehicles on modern highways.

URGE THAT AIR PASSENGERS BE DISINFECTED

Intending airplane passengers may have to be scrubbed, tooth-brushed and sprayed with disinfectants before they will be allowed to take the air if the air lines adopt generally the recommendations of the recent session in London of the International Commission for Air Navigation. Sanitary experts have been concerned for some time over the possibility that speedy air travel may permit dangerous germs to evade present quarantine regulations and spread from one country to another. An ordinary ocean voyage allows time enough, for example, for germs of smallpox or similar diseases to develop and cause evident illness. The patients themselves and any exposed persons then can be detained in quarantine until the danger of germ spreading is past. Air travellers, on the other hand, complete their journeys so rapidly that a person just infected by some dangerous disease may not know until later that he is ill. Thus he may carry unwittingly dangerous living germs past a country's sanitary inspectors. Recognizing the seriousness of this possibility, sanitary experts at the London conference recommended that every country provide at public airports sanitary facilities and trained physicians who will examine all intending passengers before departure and who will be equipped to make sure that all germ-infected persons are kept from travelling and that loose germs on the bodies or baggage of passengers are removed or destroyed before flight is permitted.

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575	9784	9795	707	195922	195945	919	59329			
577	33668	33697	710	611423	611462	922	21636			
580	642783	642799	711	5118	5123	937	15470			
583	30738	30764	711	291966	291983	940	669660			
584	57851	57917	712	62701	62703	948	188531			
584	202026	202103	712	497924	497943	948	13102			
584	140280	140281	713	105001	105050	953	36379			
585	721365	721386	713	301237	301500	956	632947			
586	683492	683529	716	1691	1750	958	657314			
586	84606	84610	716	125851	126000	963	38655			
588	179436	179480	716	320251	320340	969	634187			
591	695746	695750	717	250534	250599	970	694527			
592	263749	263750	717	9689	9692	971	443108			
593	2795	2810	719	63354	63383	972	665134			
594	691607	691623	722	16013	16034	987	976423			
595	197790	197951	723	278429	278537	991	677114			
595	23441	23447	731	460352	460367	995	41768			
596	440547	440548	732	125839	125877	996	87301			
598	664507	664512	732	1817		996	626441			
599	924707	924724	734	182129	182234	1002	337501			
600	1605	1617	734	82802	82803	1021	970762			
601	37943	37964	735	670986	670995	1024	82505			
601	148522	148534	743	249868	249942	1024	118467			
602	20704	20713	747	263525	263537	1024	301501			
602	27727	27783	757	32013	32036	1025	973099			
602	42303	42307	759	262553	262556	1029	789866			
603	620820	620826	760	603418	603431	1032	768065			
607	600934	600947	762	9199	9221	1037	276431			
611	142743	142759	763	26232	26267	1037	129798			
613	277816	278011	770	308261	308315	1047	169001			
614	732092	732097	770	81602		1072	858589			
617	100661	100690		(original)		1086	341251			
618	22542	22548	772	702317	702321	1086	25168			
619	675441	675449	773	13205		1086	29410			
623	90224	90252	773	21364	21434	1087	19539			
625	60311		774	799685	799715	1091	40571			
625	36761	36794	784	32928	32960	1095	4123			
629	14810	14815	787	916288	916301	1099	787586			
629	210241	210277	792	707128	707137	1101	341656			
630	334364	334386	794	148875	148881	1105	658217			
631	945014	945049	794	193810	193871	1108	22953			

1118	7530	7586	208	191566	585.
1131	38452	38460	213	149402.	
1135	614175	614188	214	23150.	
1141	155508	155689	215	692326.	
1141	44881	44930	217	983693.	
1144	533947	533952	224	178842.	
1144	86701		237	8962.	8965.
1151	85501	85525	245	137371.	500.
1154	40287	40318			524-525.
1154	30926	30937	246	194705.	707.
1156	131889	131957	268	207716.	
			284	6606.	
MISSING			292	261716.	
			301	273775.	778.
			309	327944.	967.
			328069.		
			313	21121.	
			323	357803.	
			324	43592.	43595.
			325	245389.	
			332	882166.	180.
			340	44523.	
			401	42705-706.	
			405	233416.	
			413	136863.	874.
			415	701594.	
			418	280030.	
			443	680420.	
			479	669889.	
			501	95835.	
			556	339655.	670-671.
					673.
			577	33682.	676.
			584	202076.	
			593	2795.	
			648	107579.	654.
			653	261508.	
			658	193962.	
			691	6687.	
			697	205431.	491.
			702	20905.	303209.
			707	195945.	
			763	26258.	
			770	3593.	
			819	656843.	
			865	114750.	
			1037	276461.	
			1141	155512.	540-541.
					599.
			1151	85522.	
VOID			PREVIOUSLY LISTED		
			MISSING-RECEIVED		
			1-194324.	331.	353.
			2-765.	114962.	
			2-336174.		
			3-A-H.	2266.	
			3-O.	10516.	10576.
				10705.	10751.
				10780.	10952.
				11029.	11067.
				11160.	11633.
				11676.	12105.
				12169.	12198.
				12227.	12549.
				12569.	12625.
				12628.	12664.
				12703.	12705.
				12718.	12742.
			8-173580.		
			9-345946.		
			11-196576.	604.	631.
				352647.	776.
			20-184796.	806.	
			26-195949.	956.	
			26-162623.		
			28-30458.	104751.	840.
				842.	
			38-830153.	164.	197.
				660.	872.
				906.	977.
			40-342157-158.		
			48-229219.	232.	236.
				296.	321.
			52-102100.	97855.	
				97963.	
			52-203623.		
			56-18255.		
			58-344276.	309.	318.
				389.	353431.
				227017.	227137.
			65-340562.		
			82-269277.	318.	
			83-326386.		
			98-147710.	148203.	
				207212.	99225.
				99285.	186490.
				649.	658.
				672-680.	
				728653.	663.
				679.	
				145353.	
			130-307576.		
			136-307780.		
			164-182470.	626.	
			193-134812.		

313	21121.		313	21121.	
323	357803.		323	357803.	
324	43592.	43595.	324	43592.	43595.
325	245389.		325	245389.	
332	882166.	180.	332	882166.	180.
340	44523.		340	44523.	
401	42705-706.		401	42705-706.	
405	233416.		405	233416.	
413	136863.	874.	413	136863.	874.
415	701594.		415	701594.	
418	280030.		418	280030.	
443	680420.		443	680420.	
479	669889.		479	669889.	
501	95835.				

The Guilders' Creed

1. I believe in the American ability to overcome obstacles to progress and come through smiling.
2. I believe in the ability of the American citizen to swim upstream, break out of a half-nelson, and have a pretty good time doing it.
3. I believe that a way will be found to prolong periods of prosperity, and to shorten periods of depression.
4. I believe in the capacity of the American industrial leader and in the common sense of the American union working-man.
5. I believe that the country needs a restoration of the ducking stool for professional pessimists, squawkers, ca-

- lamity-howlers, and confirmed grouches.
6. I believe that much of the world depression is "done by mirrors" and that too little reliance is placed on individual effort.
 7. I believe the Electrical Guild of North America points the way toward the realization of better times and steadier profits in the electrical construction business.
 8. I believe that sportsmanship in business and adherence to a policy dictated by a fair code of business practice are sure bases of success.
 9. I believe that when every Guilder pulls his share of the load, true cooperation will be the result.
 10. I believe that success is incomplete and

futile unless it is both moral and financial.

11. I believe that the scientific method, responsible for the marvelous development of the electrical industry on its technical side, must now be applied to its development on the commercial side.
12. I believe—
 - that common interests demand organization;
 - that organization demands direction;
 - that direction demands conference;
 - that conference produces rational compromise;
 - that compromise demands self-subordination;
 - that self-subordination demands individual courage of the highest order.

—Electrical Guild of North America.

PREVIOUSLY LISTED MISSING—RECEIVED

- 1—300541-550.
- 20—192060.
- 57—172739-740.
- 94—690637-642.
- 138—786348.
- 155—209791-793.
- 246—194703-704, 706.
- 258—63906.
- 262—164611-620.
- 314—13511.
- 364—130954.
- 396—12256.
- 465—55503.
- 584—201870.
- 711—5102, 5108, 5110, 5113.
- 713—3067-3070.
- 770—3595.
- 1154—30937.

BLANK

- 43—187031-032.
- 164—182768-770.
- 246—194719-720.
- 260—77418-77420.
- 260—970098-970200.

PREVIOUSLY LISTED VOID—NOT VOID

- 340—44469-44470.

Life's Greatest Lesson



¶ Bitter gall of hardship has taught human beings a lesson—the simplest lesson in human relations—the hardest to learn—co-operation.

¶ Against all disasters—fire and flood—war and pestilence, hunger and want—men can interpose only one aid—co-operation.

¶ Long ago those who work have learned the potent art of working and sharing together. A labor union is a venture in co-operation.

¶ Now—during the plague of unemployment and world depression, no substitute for co-operation has been discovered. No relief has come through any other source.

¶ Labor unions have risen manfully to beat back hunger, despair and want. The old fires of idealism flare anew. Men know once again what “union” really means.

¶ Now as the final test comes with the approaching winter—let unionists bear in mind that the full value has not been wrung out of co-operation. Much yet can be won from team-play to blast the woes of business disaster.

¶ Let men hitch up their worn trousers, draw their belts a little tighter, and prove again that the union can beat the panic.

Electrical Workers Journal



“**T**HAT IS THE ESSENCE OF RELIGION, TO BE WORKING FOR THINGS OUTSIDE YOURSELF, AND IT IS NOT SACRIFICE. YOU ARE LIVING FAR MORE ABUNDANTLY BECAUSE OF IT.”

—GEORGE BERNARD SHAW.

